



SASKATCHEWAN COLLEGE OF PSYCHOLOGISTS

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Annual Report

Spring 2018

REPORT FROM THE PRESIDENT

Our Mission: "To regulate the profession of Psychology and to protect the public interest by upholding standards of ethics and competence for members of the profession."

Last year, Executive Council developed an updated strategic framework which included statements of vision and values, and a plan to operationalize these. Current Council has taken up this challenge and has been working on a number of the identified strategic priorities.

Much work is focused on enhancing the regulatory framework within Saskatchewan, recognizing we are part of a larger national and international context. The College has been working with our counterparts across Canada to implement the National Standard for entry to practice in a way that prioritizes protection of the public, while recognizing that this includes supporting the public's access to professional psychology services. Certainly, in Saskatchewan, this requires thoughtful consideration of the ongoing licensure of both Master's and Doctoral prepared psychologists. A common entry point for international applicants is also in development to ensure greater consistency across jurisdictions.

With a greater awareness of the critical importance of mental health, the pressure on service providers increases. This creates an even more pressing need to regulate in a timely and effective manner, in order to ensure the public truly has the option to access psychological services from members of the Saskatchewan College of Psychologists. As a profession, I believe we need to move away from looking inward, focusing on intra-professional differences, and focus more on defining ourselves in the greater milieu of mental health professionals. For the College this means working with government, community members and other stakeholder to create awareness and understanding of the profession. I am pleased to report that the College is being included in the work of government as it develops legislation for allied mental health professionals, access frameworks, and funding guidelines.

Protection of the public also requires us to support the competence of members, both in terms of meeting the requirements of registration, and ongoing education. To this end, work is being done to streamline and sustain an accountable and reflective licensure process. Currently, registration with the College requires candidates to take the Examination for Professional Practice in Psychology (EPPP). The Association of State and Provincial Psychology Boards (ASPPB) has been working to enhance this examination by developing a practical component. I believe that asking candidates to demonstrate core knowledge and practice competency as part of a single exam process will enhance the College's ability to effectively regulate in the interest of public protection. Additionally, clear supervision guidelines and clearly articulated expectations of both supervisor and supervisee, during the provisional period will enhance readiness for independent practice. In further support of our members the College has launched a redeveloped website. Here you will find advisories and resources that reflect the work of Executive Council and College committees. Advisories are frequently reviewed and updated, and a review of the Professional Practice Guidelines is planned. Ideally, a robust and supportive licensure

process, guidelines for supervision, and legislative and practice advisories, will reduce the resources needed to manage conduct investigations and discipline.

Three years ago, I wrote about the importance of member engagement in self-regulation, and my message has not changed. Rather, the situation has become even more critical. Governments across North America are becoming increasingly involved in the regulation of professions and continuing to have a voice in the regulation of our own profession requires member involvement. In the last term, Executive Council had to appoint two members to positions, and our new Members-at-Large, Secretary, and this year's incoming President were acclaimed rather than elected. While I am deeply grateful to each of these members for stepping forward, there is a clear need for more people to get involved with Executive Council and College committees. We all benefit from fresh ideas, divergent perspectives, and the widest possible representation. I have found my time on Executive Council to be very rewarding and I encourage all members to consider a way to become involved.

I would like to acknowledge and thank: My colleagues on Executive Council; Rori Lee M.Ed., R. Psych. (Secretary), Stacy Taylor M.Ed., R. Psych. (Treasurer), Tim Claypool Ph.D., R.D. Psych. (Past-President) Jenny Keller Ph.D., R.D. Psych.(President-Elect), Glenn Pancyr Ph.D. R.D. Psych. (Member-at-Large), Heidi Clayards M.Ed., R. Psych. (Member-at-Large), Janna Ellis M.Ed. R. Psych. (Member-at-Large), for their volunteerism, hard work and dedication; and Public Representatives; Dan Ash, David Butt, 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 the College membership to Executive Director/Registrar Karen Messer-Engel and College office staff Wendy Petrisor, Lori Kydd-Deis, and Deanna Sudom. Without these individuals our College could not perform the vital functions necessary for self-regulation. As many of you may know, Karen also serves as the Chair of the Association of Canadian Psychology Regulatory Organizations (ACPRO) and Secretary-Treasurer for the Board of Directors of ASPPB. Her willingness to serve in these roles has resulted in a direct benefit to the College and Executive Council and has ensured that we are very ably represented nationally and internationally in regulatory matters.

Thank you to the membership for allowing me to serve on Executive Council, I look forward to my year as past president.

Financial Status: Annual Expenditure **\$5,532**

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

EXECUTIVE DIRECTOR/REGISTRAR

I am appreciative of the opportunity to continue to serve in the role of the Executive Director and Registrar of the College. During my tenure with the College I have had the opportunity to meet and work with many of you, and through you I have learned. I continue to be grateful for your support of the College and its work, as the College would not exist without your contributions. Why we do what we do is about the public, and the responsibility that we have as a profession to ensure that the public's interests are being protected and served through the provision of competent and ethical psychological services. As members of the profession it is important for all of us to remember that "we are the College," and that we need to work together to ensure that we continue to have the privilege of self-regulation.

I have been fortunate to serve under many supportive, hardworking, and wise Executive Councils, and the current one is no different. They have worked hard to ensure that the College is meeting its mandate of public protection and have been good stewards of the resources of the organization. The College has been well served by its staff, Ms. Wendy Petrisor (Assistant to the Registrar), Ms. Lori Kydd-Deis (Admin Support / Reception) and the newest member of the staff Ms. Deanna Sudom (Admin Support / Reception). The staff competently supports the work of the College committees and my work, and for that I am grateful.

This last year has passed by amazingly fast. We are now in our 16th year of operation. Much has changed over the last 16 years and I thought I would provide a bit of the history of the College as I believe it is important to understand where we came from to appreciate where we are now, and where we may need to go.

Before 2002 there was no universal system of regulation in the province for those using the title "Psychologist". In the late 90's the Saskatchewan Psychological Association (SPA) and Government began to work together to create the vision of the College. I am uncertain of which of our colleagues contributed to the process during that time, thus I apologize that they go unnamed.

Prior to the College opening its doors in the Government appointed a Transitional Council that was tasked with the tremendous responsibility to iron out the legislation and bylaws that would guide the work of the College once it was operational, and to essentially build the structure of the College from the ground up. We all owe a debt of gratitude to that first Council: Dr. Fern Stockdale Winder, Mr. Kelly Michalko, Ms. Fran Passmore, Mr. Francis Stewart, Dr. Nikki Gerrard, Dr. Brian Sveinson, Dr. Ruth Wong, and Ms. Merrilee Rasmussen, along with Ms. Dianne Neil who served as the Acting Registrar during this developmental phase. Many of these original Council members have continued to contribute their time and expertise to the work of the College. Many very competent members of the profession have since followed in the footsteps of this first Council, and we also owe them a debt of gratitude.

When the College was officially established by Government in March of 2002 under the legislation *the Psychologist's Act 1997*, Dr. Elizabeth Ivanochko (2002) served as the Registrar along with Ms. Jean Lyons as the Office Manager. Together they continued the initial work of admitting to the Register those who had been practicing prior to March 2002 under the title "Psychologist". The first election for an Executive Council occurred in 2003 – Mr. John Tom was our first elected President. Dr. David Randall assumed the role of Registrar in 2003 and worked on a part-time basis in the role until his "second" retirement in spring of 2006. Ms. Petrisor joined the College in 2003 on a full-time basis and continues up to today as the only full-time staff. In 2004 the College staff allocation was expanded, and I was pleased to have been given the opportunity to join the College as the Deputy Registrar on a half-time basis. The work in the early years of the College necessarily focused on establishing the documentation for the licensure and complaint/discipline processes, as well as development of the initial policy to support these activities.

In 2006 Dr. Randall retired, and I was fortunate to be appointed to the role of Registrar on a half-time basis. The role was expanded to include the duties of Executive Director in 2009 and the position was expanded to 80% time. Dr. Peter Hemingway (now deceased) and Ms. Carol Frey had each served in the role of Deputy Registrar. In 2009 the College added a part-time Admin Support position, which was expanded to a full-time equivalent (job share) position in September of 2017. The College will be seeking a Deputy Registrar in the not too distant future, as well as looking at the long-term staffing of the organization.

In terms of roles and responsibilities of the College, these have grown substantively over the last 16 years. The College work has grown from a primary focus on licensure and complaints, to include focus on important issues such as the creation of Professional Practice Guidelines (implemented 2010/ under revision 2018); the development of practice advisories; the expansion of operating policies (e.g. professional executor, continuing education, supervision etc.); the creation of Executive Council policies; a change in the governance structure; establishment of strategic plans (2010, 2017); various bylaw and legislative revisions; ongoing revision of supporting documentation; the establishment and

refinement of an exam process; a new website; a new database; provision of CE training; development of an investment strategy to support the continued financial viability of the organization; collaboration and consultation with government and other stakeholders in regard to issues such as legislation, practice, and regulation; and involvement in Provincial, National and North American initiatives on issues of mobility, regulation, licensure and practice standards for the profession.

The College continues to be busy with its mandated responsibilities. In terms of licensure, there have been some notable issues that have impacted the workload of the College. In June of 2016 a new regulatory bylaw was enacted that established the licensure category of "Time Limited Licensure". Over the last year there has been an increase in inquiries and in uptake in this category of licensure. The increase seemed to coincide with cutbacks in funding to education and health. The Time Limited License allows those licensed to practice and in good standing in another Canadian jurisdiction, to apply for a temporary license to practice in Sask. for up to 14 days in a 365-day period.

Another significant issue that has impacted the work of the College is that the profession was identified as one of the targeted professions under the Saskatchewan Immigrant Nomination Program (SINP). The SINP program provides skilled professionals with an expedited immigration process if they qualify for licensure in their profession. Thus, the College has been receiving increased inquiries and requests for eligibility reviews to allow immigration through the SINP. There has also been an increase in general inquiries regarding eligibility for licensure from students in programs that are not yet meeting the standards for licensure. The College welcomes opportunities to consult with training programs to ensure that their students are prepared for the requirements of licensure.

Both the Registration and Oral Exam (OEC) Committees of the College have worked incredibly hard to address issues of supervision, scope of practice, examination and Provisional licensure. A concerning trend that has been noted that impacts the licensure process for Provisional members, that being many are having difficulty in finding employment in the field and finding appropriate supervision. In addition, many Provisional members hold multiple jobs with multiple supervisors in order to obtain the required hours, and to support a reasonable standard of living.

Another issue with licensure relates to scope of practice, and the general license. There continues to be a tendency for employers to view the general license as meaning that a psychologist is qualified to practice in any area regardless of their training. Members of the profession at times are challenged to address requests from their employers to practice outside of their areas of established competency. In terms of the exam process, the mass exam format is reviewed on an ongoing basis and is revised when required. I am pleased to note that through the current exam process the College has successfully managed to ensure that no qualified Provisional members have to wait more than 6 months for examination. An issue that has arisen in regard to the exam process is candidate preparation for the exam. Anecdotally it has been noted by the OEC that candidates whose supervisors have served on exam panels appear to be more confident going into the exam and in general appear better prepared.

The discipline process is a necessary part of being a self-regulated profession. The process while necessary is understandably stressful for all concerned and is not something that any of us as members of the profession, or I as the Executive Director / Registrar relish having to be part of. It is also resource consuming and costs the College significantly more than is able to be recovered. The complaint and discipline processes are not intended to be punitive but are intended to be corrective and educative. Over the last many years, the Professional Conduct and Discipline Committees have worked hard to ensure that the complaint and discipline processes are fair to those concerned, and to improve the timeliness of the process. While there are often delays in the resolution of complaints these are most typically the result of situations outside of the College's control. We owe a debt of gratitude to our colleagues who agree to take on the difficult task of serving on these two committees.

The College has continued to seek legislative changes that would allow for the College to ensure a high standard in terms of training requirements and would allow for the clear definition of scope of practice.

As growth continues in terms of allied professions providing services that have traditionally been the “wheel house” of this profession, the College sees it as imperative to seek a clear scope of practice statement in the legislation in the interest of the public served. The Ministry of Health has indicated a willingness to have a conversation about this and a meeting with the Ministry will be held in the future. The public does not necessarily understand the importance of those providing a psychological service needing to be trained in Psychology, and in particular assessment, diagnosis, and treatment. Thus, for example we are witnessing an increase in the use of non-psychologists to conduct psychometric assessments and major decisions being made about issues such as education based on test scores. In addition, the College continues to be committed to working toward the National Standard for licensure under the title “Psychologist,” and to establishing a respectful place under the banner of Psychology for those trained at the Master’s level. The College has also been involved in consultations regarding the expansion of practice of other groups such as diagnostic privilege for the profession of Social Work, and more recently the provision of applied behavior analysis by those certified in behavior analysis.

In the last year a new Strategic Plan was established providing a framework for the work of the College for the next 3 years. The plan has been operationalized and is currently under consideration by the staff. The Executive Council and this office hope to work with you to better serve the public, and we are exploring how we can better support your work. For example, the Executive Council has been looking at how to improve the College’s connectivity with members of the profession. They are also considering the creation of a Taskforce to move forward the College’s response to the Truth and Reconciliation Report.

We have an Ad Hoc Committee on the Professional Practice Guidelines who have worked incredibly hard over the last year to review and revise the guidelines that were launched in 2010. As you may recall the document was recently circulated for comment. Thank you to those of you who commented. Consultation has occurred with legal counsel and will occur with the Office of the Information and Privacy Commissioner of Saskatchewan. Once all comments have been received they will be submitted to the Committee for consideration and possible adoption. It is hoped that a final version of the revised guidelines will go the Executive Council for approval in the next few months and implementation in the fall or winter. Much like when the guidelines were launched initially, I anticipate that there will be training offered in regard to the changes to the guidelines.

At the provincial level, I represent the College at the Network of Intra-Provincial Regulatory Organizations (NIRO) table. I also currently serve on the Sask. College of Paramedics taskforce on member wellness, and on a provincial working group lobbying for changes to the template legislation.

On the national level, I am the Chair and a Director of the Association of Canadian Psychology Regulatory Organizations (ACPRO), and together with the Executive Council members who represent the College at the meetings, we are working to ensure that the issues and concerns of this jurisdiction are represented at the national table. As I have reported previously, ACPRO developed a National Standard for licensure as a Psychologist, which has been endorsed by most jurisdictions and which when implemented will establish the Canadian Psychological Association (CPA) accredited Doctoral degree as the entry into the title and full scope of Psychologist. The intent of the Executive Council is that if and when we achieve the legislative changes necessary that will enable a move to implementation of the National Standard, there will continue to be licensure at the Master’s level. It will however, likely be under a different title and scope. It is anticipated that change in title/scope at the Master’s level would be moving forward and would not be retroactive. I currently serve on a committee of the ACPRO that is looking at the development of a process that would allow for Master’s level licensure parallel to the National Standard. As I am sure you can appreciate there is much to be worked out about the National Standard and it is an issue of significant sensitivity.

ACPRO is continuing its work on a project relating to the licensure of those trained outside of Canada and the USA. We have applied for federal funding to allow for the creation of a single point of entry

website for those trained overseas and wishing to immigrate to the country to practice here, as well as a catalogue of bridging opportunities for those whose training is deemed to be insufficient for licensure.

ACPRO is also undertaking a project to create a Minimum Dataset that would allow us to have a clear picture of the profession in the country. This workforce data is important in informing government policy in regard to training, recruitment and retention of health service providers and to inform regulatory efforts. We are considering partnering with the Association of State and Provincial Psychology Boards (ASPPB) in this project. ASPPB is working on a similar project to create a snapshot of the profession in the USA.

On the North American front, the College is active in the work of ASPPB. I am in the last year of a 6-year term on the Board of Directors of the Association. The College has been an active contributor to the work of ASPPB ensuring that the issues/concerns relevant to this jurisdiction and to Canada are represented in the larger regulatory arena. ASPPB has continued to create and provide services and products which support the regulation of the profession, and the practice of psychology. Notable ASPPB services are a mobility mechanism (Certificate of Professional Qualification) to facilitate the mobility of qualified psychologists between Canada and the USA, work at the international level to facilitate mobility and licensure, a universal application system (Professional Licensure Universal System) that once completed by an applicant supports application to all North American jurisdictions that accept the system and does not require the resubmission of documents such as official transcripts, the Credentials Bank that is free for members of the profession to store all of their professional documents (e.g. cv, transcript, evaluations from supervisors) electronically and to have transmitted for a nominal fee to employers or regulators, and of course the exam program (the EPPP and the PEP – prescriptive practice exam).

Of particular importance is the development of a Part 2 of the Examination for Professional Practice in Psychology (EPPP). I served on the Competency Assessment Taskforce that undertook the initial development of the competency model on which the Part 2 is based, and now serve on the Implementation Taskforce for the EPPP Part 2 that is responsible to lead the development and implementation of the exam. Over the course of the last two years we have been engaged in the development of the exam and the infrastructure to support the exam. The decision to develop Part 2 of the EPPP was the result of the movement of the profession toward a culture of competence. The Part 1 of the EPPP will remain the same in terms of its focus on the core knowledge of the profession. The Part 2 will focus on the demonstration of practice skills necessary for independent practice; that is the application of the knowledge. The tentative implementation date for the enhanced EPPP (Part 1 and 2) is set for January 1, 2020 and at this point it is anticipated that after that date both parts of the exam must be utilized by jurisdictions. ASPPB is currently recommending that anyone who has taken and successfully passed the EPPP prior to the January 2020 implementation date should not be required to take the Part 2. The Executive Council will consider this issue moving forward. Information about the EPPP and the impending enhancement can be found at www.asppb.net.

Of ongoing discussion and concern is the importance of consistency in regulatory philosophy and practice and decreasing jurisdictional differences. Consistency is in the best interests of the public served and will provide an assurance that the provider they seek a service from is meeting the standards for training of the profession and has demonstrated the necessary skills to provide a competent and ethical service as identified by the regulatory community. Consistency is also important for the profession as it ensures high standards and competency which enhances the status of the profession and promotes and facilitates mobility.

Who is the College?

Licensure Category	Members April 2016	Members April 2017	Members April 2018
Full Practice	427	440	447
Provisional Practice	64	66	56
Non-Practice	41	41	44
Total	532	547	547

The demographics of the membership of the College have not changed significantly over the last year. Approximately 35% of the College membership are under the age of 44. Approximately 66 percent of the membership are age 45 or older. If we look from the perspective of “Freedom 55™” that is, it is becoming increasingly common for professionals to look at early retirement, we have approximately 60% of members over the age of 55. It continues to be a concern that the growth of profession does not appear to be keeping pace with those leaving the profession or leaving practice in Saskatchewan. If this trend continues it will undoubtedly have a significant impact on the public’s access to qualified psychological services and will further promote the blurring of boundaries between the allied professions. This situation is not in my opinion in the best interest of the public. I believe that it is in the interest of the public to support the growth of the profession, and that this is especially important in terms of encouraging First Nations individuals and individuals from other under-represented groups to train in the profession. Our province is becoming increasingly diverse and it is important to support and encourage diversity within the profession, and to increase our understanding of that diversity and adopt a position of cultural humility. The US data on diversity (volunteer disclosure) within the profession suggests that minorities are under-represented within the profession relative to the census numbers. While we do not gather ethnicity data, I suspect that the results would be similar in Canada and in this jurisdiction.

The membership continues to have largely female representation at 74.9% vs. 24.8% (male). The gender difference noted among the membership continues to be congruent with current workforce data pertaining to the profession in North America. The change from a male-dominated to a female dominated profession has occurred over the last 30 years and is reflective of more females seeking post-secondary and post-graduate education.

Members Age Groups	Female	Male	Undisclosed
15-24	0	0	0
25-34	54	7	1
35-44	111	16	0
45-54	95	28	0
55-64	86	43	0
65-74	49	32	0
75+	3	6	0
Unknown	12	4	0
Total	410	136	1

The academic training of the membership of the College continues to be primarily at the Master's level and in particular in the area of Educational Psychology. In North America the training in Educational Psychology tends to be at the Master's level, and unfortunately at this time there are no specifically defined and established Doctoral training programs in Educational Psychology in this province. There have been changes in Canada and the US in regard to the question of licensure at the Master's level under Psychology. More provincial governments appear to be resistant to discontinuing Master's level licensure. The American Psychological Association is exploring accreditation at the Master's level. It is not clear whether this is a direction that the Canadian Psychological Association will pursue. Unfortunately, as a profession we continue to struggle with how to define ourselves, and who is part of the profession vs. who is not. It is important to stress that competent and ethical services are provided at both levels of training, and the public is better served by having their providers regulated as opposed to non-regulated which some provinces have moved to.

Degree	Total 2017	Full Practice 2018	Provisional Practice 2018	Non-Practicing 2018	Total 2018
Ph.D.	181	156	12	13	181
Psy. D	4	3	0	0	3
Ed. D	4	2	1	0	3
M.A.	71	58	5	8	71
Lic. Psy. Sc.	1	1	0	0	1
M.C.	8	6	5	0	11
M.Ed.	259 →47%	209	30	18	257 →47%
M. Psy.	2	0	0	2	2
M.S.	1	1	0	0	1
M.S.E.	1	0	0	1	1
M.Sc.	15	10	4	2	16
Total	547	447	56	44	547(0% growth)

What will the College need to look at going forward?

I think that the College has accomplished much, but clearly there is much more to do. Many of the items that I have reported on have been in play for a number of years, and change is slow but necessary. Some of the issues that I believe the College will be faced with over the next few years include:

- The need to do more work in terms of educating the public about the profession and why it is important to seek services from a Registered member of the profession (the benefit and the value).
- Increased diversity of the populations seeking services. How do we ensure that we are providing a service that is respectful to that diversity and is relevant?
- Promoting increased diversity within the profession.
- The aging of the profession and the decline in membership as a result – impact on the number of available providers.

- Member impairment and incapacity and consideration of how to address these issues outside of the current system of complaint.
- Anti-regulatory sentiment and how to demonstrate the value-added by self-regulation.
- The demonstration of competency and the demonstration of continuing competency throughout the lifespan of careers.
- Foreign qualification recognition.
- Master's licensure and what this should look like.
- More clearly delineating training program requirements for licensure.
- Trade and mobility agreements with countries outside of Canada and the USA.

I look forward to continuing to work with you and on your behalf in addressing these important issues, and in ensuring that the public are well served by our profession.

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

FINANCE & PERSONNEL COMMITTEE

Members: Karen Messer-Engel, M.A., R. Psych. (Registrar), Jenny Keller Ph.D., R.D. Psych. (Chair, President-Elect), Stacy Taylor, M.Ed., R. Psych. (Treasurer), Kathy Chisholm (Public Representative)

The Committee meets on an as needed basis, supplemented by electronic and teleconferencing means. Matters addressed typically relate to issues extraordinary to the Executive Director mandate. The current focus continues to be the Deputy Registrar position.

Respectfully submitted by:
Jenny R. Keller, Ph.D., R.D. Psych.

TREASURER

A few months into my second year as a Member-at-Large, I agreed to take on the position of Treasurer. I want to extend my appreciation to Karen Messer-Engel and Wendy Petrisor for showing me the ropes and helping me familiarize with the College's financial operations.

This past year the College faced an increase in expenses in a few areas. The first area that saw an increase was in the cost of postage and courier services. The increasing cost of postage and courier services is the result of a rise in the number of complaints alleging professional misconduct and/or incompetence against members of the College. The College must reply to complaints via registered mail. The second area that saw an increase was in salary expenses. In the fall, the College increased its administrative staff to add another 50% position. The final area to see an increase in expenses was Coordination Meetings. This category covers costs associated with our involvements both at the national and North American levels. This year Executive Council sent two representatives from the Council to the ASPPB meetings (North American), and the ACPRO meetings (Canadian).

Despite the aforementioned increases in costs, the College has done an excellent job at keeping the overall finances within budget. In fact, the 2017 budget resulted in a surplus. Registration fees are not expected to increase in 2018.

I am looking forward to continuing my work as treasurer. My experience of serving on Council thus far has been invaluable and rewarding.

Respectfully submitted by:
Stacy Taylor, M. Ed., R. Psych.
Treasurer

REGISTRATION COMMITTEE

Membership: The Committee membership includes; Tammy Ferguson, M.Ed., R.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., Murray Abrams, Ph.D., R.D. Psych. and Carmel Kleisinger, M.A., R. Psych. and this writer as an ex-officio member. Carmel previously served multiple terms on the Committee between 2004 and 2014, and we are very fortunate that she has agreed to return. Since the last AGM Liz Ivanochko, Ph.D., R.D. Psych. stepped down from the Committee. Liz very generously contributed to the work of the Committee for many years (served from 2006-2017) and we are very thankful for her contributions.

The Committee's responsibilities are varied and multiple. The Committee is responsible to develop the procedures for the licensure of new members and to make recommendations to Executive Council in regard to licensure policy and standards. While the authority to admit applicants to the Register has been delegated to the Registrar, the Committee typically is asked to consider foreign applications and those of a more complex nature to determine eligibility. A regular responsibility for the Committee is the review and endorsement of Supervision Agreements, Supervision Plans, practice logs, and supervisor evaluations of Provisional members. Once the required supervised practice hours and the EPPP have been successfully completed, the Committee must review and endorse the readiness of Provisional members to take the oral examination interview. In the event of an unsuccessful oral examination result the Committee ensures that a review of the exam recording and documents occurs as soon as possible. A review allows for the potential of a failure to be overturned, set aside (resulting in a new exam), or confirmed. In the event of a successful exam result, the Committee must confirm the result before the member's licensure status can be amended to Full Practice. The Committee is also involved in monitoring member compliance in regard to formal sanctions that are the result of the ADR or the formal discipline processes. Finally, all eligible leaves of absence for Provisional members and the approval of exemptions under the CEC policy are vetted and must be endorsed by the Committee.

Since the last AGM, the Committee met in-person on 10 occasions. The Committee typically breaks for the December holidays, and during the months of July and August. Since the last AGM, the Committee has followed the licensure of approximately 65 Provisional members, as well as has addressed licensure questions and concerns, provided input into questions about the suitability of training programs, made recommendations regarding licensure policy, reviewed individual applications, and made recommendations to Executive Council regarding removals from the membership. In total, the Committee conducted approximately 179 file reviews.

Issues Discussed/Considered by the Committee:

- Supervision:
 - It has been noted that individuals wishing to license as Provisional members are increasingly reporting having difficulty finding jobs in the field and finding suitable

- supervisors. This issue also impacts Provisional licensees, who in some cases are unable to obtain the required hours in just one location, and in many cases are required to procure and pay for their supervision. This creates increased complexity in the review, approval, monitoring processes for the Committee.
- Conversely, due to limited supervisor availability the Committee has been challenged to try to limit Full Practice members from taking on too many supervisees. The balance to be struck is between not allowing the supervisor to become overwhelmed which may negatively impact their own practice and the supervision provided, and the reality that there are not enough supervisory resources and employers are less willing to provide supervision in-house. In addition for many Full Practice members the decision as to whether one will supervise or not is often that of the employer. Going forward the Committee will need to consider the issue of how to best support the supervision of Provisional members.
 - Another issue that the Committee has had to face has been the need to be more prescriptive in regard to what supervision for the purpose of licensure must look like. The awareness that in some supervisory situations there is little or no direct observation by the supervisor of the Provisional members work with clients led to the decision to establish a minimum of 10 hours of direct observation of work with clients during the 1500 hour supervised practice requirement.
- An ongoing issue that exists is Provisional members running out of time. The time limit for Provisional licensure is 3 years and does not include the time one takes to successfully complete the oral examination interview. The legislation does not allow for extensions to the 3 year limit. Time off for medical, maternity/ paternity/ parental leaves are the only exception in terms of extension to the time limit.
 - The Committee is periodically faced with having to consider academic programs and to make a determination as to whether they are in Psychology or are sufficient. This complexity is increasing as we are receiving more applications/queries from outside of continental North America.
 - Somewhat related to the review of programs has been the occasional request to consider non-accredited special case Doctoral degrees (no formal doctoral program exists within the program thus one is created on an individualized basis).
 - A frequent issue facing the Committee is what to do when a Provisional member loses their job or the supervisory relationship ends/breaks down and as a result they are no longer able to practice. When this occurs, the Provisional member is taken off of the active Register and is not entitled to practice. The issue becomes when one is on the "ex-Register" for a significant period of time. This is not in the best interests of the public served or the member themselves.
 - An ongoing issue of concern of both the Registration and Oral Exam Committees is that of competency declaration. Discussion is occurring in regard to restricting the competency declarations initially to the area in which one is trained. This does not mean that there cannot be midcareer additions but these need to be supported by training, supervision and experience.
 - Refinement of the Provisional licensure process and supporting documentation is an ongoing issue.

Financial status: Annual Expenditure **\$723**

I am truly grateful for this hard working and committed group of peers who serve on this Committee. They approach the work before them with professionalism, consistency, sensitivity, and fairness.

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

PROFESSIONAL CONDUCT COMMITTEE (PCC)

Members: Kevin Tunney, M.Ed., R. Psych. (Chair); Sheila Bellrose, M.Ed., R. Psych.; Shelley Adams, M.Ed. R. Psych.; Laurie Garcia, M.Ed. R.Psych.; Nikki Gerrard, Ph.D., R.D Psych.; Laura Vilness, M.Ed. R. Psych; Shantelle Szuch, M.Sc. R.Psych; Bree Fiissel, Ph.D., R.D. Psych.; Wendy Petrisor (ex-officio/Assistant to Registrar).

Past Year Member: Timothy Leis, Ph.D., R.D. Psych. (Chair); Susan Nadon, Ph.D., R.D .Psych.

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

Investigator: Lori Hutchinson-Hunter

Legal Counsel: Karen Prisciak, Q.C.

Number of meetings held: Ten meetings were held alternating between Saskatoon and Regina (nine in-person meetings and one teleconference).

Number of hours per month: In this past year the PCC met for nine face-to- face meetings and one teleconference meeting (42 hours). In addition, primary and secondary file managers spend on average an additional 3-4 hours each month in preparing their files for the monthly meeting.

Highlights/items addressed: The PCC is a statutory committee of Saskatchewan College of Psychologists (the College), the regulatory body for psychology in Saskatchewan. The mandate of PCC is to protect the public by ensuring that Registered Psychologists are qualified, competent, and that they follow the professional standards and ethical guidelines adopted by the College. It is critically important to note that when a written complaint is received, the PCC acts on behalf of the complainant, who represents the public, and does not act on behalf of the psychologist in question.

All complaints from previous years have been addressed or are scheduled for discipline. Twenty-four files have been closed since January 2016. Fifteen complaints were received in 2017. Of those complaints, six have been closed and of the nine remaining complaints, four are under investigation, two are awaiting legal opinion, and three are awaiting a PCC decision.

Complaints typically contained several allegations of either misconduct and/or incompetence. Behaviours complained about included member's breaches of confidentiality, issues related to informed consent, diagnosing without APE, diagnosing without conducting a formal assessment, sharing diagnostic information without the client's knowledge and consent, inadequate communication with the client about the assessment process, not sharing assessment results with the client, and incompetent use of assessment instruments.

Highlights/Concerns: The Committee would like to thank Wendy Petrisor (ex-officio/Assistant to Registrar) for her insight, guidance and dedicated support. The Committee would also like to thank our Investigator, Lori Hutchison-Hunter. Her thorough and timely work has helped the PCC move forward on files. The Committee would also like to express its appreciation to the following members who have stepped down from the PCC in past year: Timothy Leis provided direction and leadership in his capacity as Chair of the PCC; Susan Nadon shared her experience and knowledge and helped mentor committee members.

Five committee members with two years' experience have agreed to an additional term. The committee has added two new members Shantelle Szuch, M.Sc. R.Psych; and Bree Fiissel, Ph.D., R.D. Psych. The committee continues to look for clinicians with expertise in custody assessment and other specialty areas reflective of the membership at large.

Recommendations for next year: The committee is discussing the two-year membership and recognize in the context of the time it takes to become familiar with intricacies of the complaints and discipline process and the dispositions open to the PCC for dealing with complaints. The committee is

currenting reviewing the membership recruitment process with a consideration to having an overlap in PCC membership to support both the complaints and resolutions process and new committee members.

Financial status:

Annual Expenditure	\$10,908
Legal Fees	\$ 2,159
Investigator Fees	\$21,567
Total:	\$34,634

Respectfully submitted by:
Kevin Tunney, M.Ed. R.Psych.
Chair, Professional Conduct Committee

DISCIPLINE COMMITTEE

Members: Tom Robinson, Ph.D., R.D. Psych. (Chair); Val Harding, Ph.D., R.D. Psych.; Renee Schmidt, Ph.D. R.D. Psych.; Marc Sheckter, Ph.D., R.D. Psych.; Doris Schell, M.A., R. Psych.; Kendra Nesbitt, M.A, R. Psych.; Daniel Ash, M.D. (Public Representative).

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

Financial status: Costs associated with disciplinary hearings last year totalled \$38,127, with cost recovery received in the form of settlements amounting to \$13,500.

The trend to negotiated settlements has continued. As noted last year, expenditures for the Discipline Committee can be highly variable, based on the number of hearings convened in a year, the associated administrative costs, legal fees, and the penalties levied in cases where the member was deemed to be in breach of ethics or standards of practice.

Highlights/concerns: On behalf of the College, we wish to express our appreciation to the following members who stepped down from the Discipline Committee in the past year: Audrey Kinzel, Ph.D., R.D.Psych.; Ruth Wong, Ed.D., R.D.Psych. (non-practising); Gregory Reid, M.Ed., R.Psych. In 2017, Executive Council approved Doris Schnell, M.A., R.Psych. as a new member. In 2018 Kristin Bellows, M.Ed., R.Psych. was approved.

We are grateful to our legal counsellors for their expert guidance and wisdom. This past year we were aided by Merrilee Rasmussen, Q.C.

We wish to take this opportunity to express our heart-felt appreciation to Dr. Daniel Ash for his service as our Public Representative over the past six years. He is scheduled to complete his term of office this year but will remain on until Government has appointed a new Public Representative.

In order to facilitate the process of scheduling hearings in a timely manner, the Discipline Committee moved to pre-set hearing dates scattered through the calendar year. The first set of such hearings was held in March 2018, with other hearings due to be held in June and October. Members and their legal counsels will be given the next available time slot for a hearing based on the scheduled hearing dates, and the Chair will seek members of the Committee to preside over these hearings. It was hoped this would (a)reduce the frequency of requests for adjournments and (b)enable members/counsellors to scheduled hearing dates from the available dates. For the March 2018 sessions, however, only one of

four scheduled hearings was held, with the others being adjourned at the request of members and/or legal counsels.

Number of hours per month: The Discipline Committee does not convene for set hours. Members are selected for specific hearings which are scheduled when cases are referred by the Professional Conduct Committee. Following hearings, members review the legal summary prepared by the DC Counsel. Hearing with agreed-upon settlements typically last from one to two hours; full hearings may last from one to three days.

Highlights/items addressed/PCC-number of cases

-Completed: The Discipline Committee completed 2 hearings in 2017, and 2 hearings in 2018, the most recent being on March 1, 2018.

-In progress: The DC received several files that were forwarded by the PCC and these are being arranged for hearing dates. There are 8 files to go to hearings scheduled for June, October 2017 and March 2019. As noted, three of four hearings scheduled for March 1st to 2nd were adjourned at the request of the members and their counsels.

Recommendations for next year: Because of the continued pattern of (often late) adjournments, the Discipline Committee requested the College seek information from other jurisdictions (i.e., other Psychologist licensing bodies in Canada, licensing bodies for other professions) on how Colleges manage the adjournment requests. Although the new pre-set hearing dates should reduce time lost and costs of hearings to the College, the committee members are still often in the position of finding out a few days before a hearing whether it will proceed. This has necessitated frequent, often last-minute changes for the Discipline Committee members committed to a hearing, all of whom are volunteers with busy schedules. In particular, this practice may discourage members in private practice from Discipline Committee participation since they are effectively giving up income to attend a hearing which has been cancelled. There may be other costs to members in the public sector, such as reduced availability to the public. The Discipline Committee is committed to working on seeking solutions to this issue over the coming year.

Financial Status: Annual Expenditure **\$38,127**

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 Bellow, M.Ed., R. Psych., Dr. Kristie Wright, Ph.D., R.D. Psych; Lorrie Anne Harkness, M.Ed., R. Psych.; Sasha Lingenfelter, M.Ed., R. Psych.; Conor Barker, M.Ed. R. Psych; Mary Lou Fletcher, M. Ed., R Psych; Ron Martin, Ph.D, R,D. Psych, and Karen Messer-Engel, M.A., R.Psych, Executive Director/Registrar (Ex-officio).

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 exam and to review the oral examination process, make improvements as identified and also participate in the oral exam panels. Due to these commitments, we had identified the need to be more efficient and effective attending to the process of the oral examinations. As a result, we scheduled more meetings over the past year. Some of these meetings

occurred over Zoom and the others were in person. By scheduling more meetings with less time in between meetings, the committee was successful in accomplishing several of the tasks we had set out over the last couple of years. We will continue to schedule as such in order to continue to review, update, and develop the background materials for the oral examination process.

We appreciate the commitment and hard work of the committee members. We would also like to warmly welcome Conor Barker, Mary Lou Fletcher, and Ron Martin, who have all joined since the last AGM

Since the last AGM, 23 candidates have been examined over the course of the year.

Thanks to the 36 Full Practice Psychologists from across the Province who have volunteered their time to participate in the 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.

Financial Status: Annual Expenditure **\$13,427**

Respectfully submitted by:

Tammy Dusterbeck-Colhoun, M.Ed., R. Psych.

Don Berg, M.Ed., R. Psych.

Co-Chairs, Oral Exam Committee

NOMINATIONS COMMITTEE

Members: Leslie Young, M.Ed., R.Psych. (Chair); Heather Switzer, Ph.D., R.D. Psych.; Cindy Focht, M.Ed., R.Psych.; Tim Claypool, Ph.D., R.D. Psych.

Number of Meetings held: This year the Nominations Committee met for a half day on the morning of November 9/18 (3 hours in length). During this time, the Nominations Committee wrote the three letters; organized dates/locations for potential mail out of ballots and counting ballots, pending an election. Phone calls and emails occurred during the process of securing members for election.

Number of hours per month: Outside of meetings there are follow up letters and preparation specific to election processes; 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 positions for the 2018 election include: President-Elect, Secretary and two Members-at-Large. President-Elect is vacant and congruent with legislation and by-laws, Executive Council will need to appoint to the position following the AGM.

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

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.

Since our last report, the Committee continued to meet from January till November 2017 approximately every 2 weeks. A final draft of the Guidelines was sent to the Registrar in November 2017. These Guidelines were reviewed by the Executive Council and were then provided by the College to the membership in February 2018 for their review and feedback.

Further work of the Committee will be determined by the Executive Council and the Registrar.

The Committee found the work of reviewing the Guidelines to be a challenging and rewarding experience. We thank the College for the opportunity to have input on the new Guidelines for our members.

As Chair, I want to personally commend each of my Committee members for their commitment, diligence, thoroughness, and thoughtfulness in their review and drafting of the new Guidelines. Each of them was a true joy to work with, and I will miss our challenging and thought-provoking discussions.

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

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

UNIVERSITY OF SASKATCHEWAN SENATE

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

Number of meetings held: Meetings were attended on April 22 and October 21, 2017 (next meeting is scheduled for April 21, 2018).

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

Highlights: Along with standard reports, the April 23, 2016 meeting emphasized presentations on the Athletic Master Plan (C. London, Dean, Kinesiology) and Galleries Reimagined (P. Bonham-Smith, Dean, Arts & Science). The Senate education committee coordinated five break-out sessions on Technology in Research and Teaching. Newly appointed senior leadership were welcomed (e.g., R. Romanow, Chancellor; Dr. T. Vannelli, Provost and Vice-President Academic. Memorandums of understanding (MOUs) were signed with the Saskatoon Symphony Orchestra and the Federation of Sovereign Indian Nations.

Led by the U of S, the City of Saskatoon won the bid to host the 2018 International One Health Congress, an event that is expected to bring more than 1,000 researchers and health professionals from around the world to share their work and create new research collaborations. The 2018 congress will be held June 21 to 25 at TCU Place and on the U of S campus. The conference theme will be *One Health in Underserved Communities*, focusing on underprivileged or subsistent communities where there's a complex interplay of environmental, animal, and human health issues, including the spread of infectious diseases.

On March 7, 2017 the second forum on reconciliation at the U of S was held, which focused on the contributions that we will be making at the U of S, and by the U of S, in response to the national reconciliation challenge. The U of S already has a lengthy list of Indigenous initiatives, academic programs, and services across campus that aim to close the education gap.

The October 15, 2016 meeting focused on presentation and discussion of the Mission/Vision/Values campaign, which is focused around: creativity, reconciliation, connection, diversity, and sustainability. Dr. J. Ottmann, Vice-Provost, Indigenous Engagement, was welcomed. A MOU was signed with the U of S, University of Regina, and Saskatchewan Polytechnic to collaborate on the internationalization of higher education within the province.

Recommendations for next year: Continue to seek opportunities to highlight the importance of mental health within the campus and broader community, and issues related to education and training. Thank you to Dr. Fern Stockdale-Winder who presented at the October 15, 2016 Senate meeting on Student Mental Health.

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

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

AD HOC COMMITTEE ON MEDICAL ASSISTANCE IN DYING (MAID)

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. I am incredibly grateful for Dr. Carverhill's willingness to share his expertise and experience. The Committee was given the following charges by the Executive Council of the Saskatchewan College of Psychologists:

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.

Unfortunately, due to other pressing issues, the Committee did not have an opportunity to meet last year. 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

PUBLIC REPRESENTATIVES

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

The government of Saskatchewan asks volunteers to serve as public representatives on a number of professional organizations, like your Executive Council, Saskatchewan College of Psychology.

Dan, Kathy and I are retired professionals from medicine, (surgery and nursing), and architecture, (not sure how that got in). We are not Psychologists, but we support the important work you do. Mental health and Indigenous issues are priorities.

Dan, Kathy and David, your Public Representatives support the work of Council and its administration. We hope members will continue the work that makes Saskatchewan lives better.

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

Respectfully submitted by:
David Butt