



SASKATCHEWAN COLLEGE OF PSYCHOLOGISTS

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Annual Report

Spring 2019

REPORT FROM THE PRESIDENT

I have had the privilege of serving the College Council in various positions over the past decade, this being my second round in the role of president. These collective experiences have been most rewarding and significant to my professional activities and I encourage members who are still contemplating volunteering to really take the step towards active engagement in service to the College.

This past year in particular has demanded focus on addressing the challenges to our identity, education and training, scope of practice, and position in mental health care. Our accomplishments must be maintained and new challenges must continue to be mastered by the talented volunteers that serve the College. Our self-regulatory mandate, as stipulated by *The Psychologists Act of 1997*, cannot be fulfilled without the investment and endeavours of our volunteers and staff.

As with any periodical transition, one reflects on the past to guide the future. With a brief review of several AGM reports I have noticed that over time much seemingly remains consistent and predictable in College activities and performances. However, there has also been noteworthy change and innovation such as the revision of the College's Professional Practice Guidelines, strategic framework and plan revision, work on a national level in regard to licensure, and the establishment of a taskforce to work on operationalizing the College's response to the Truth and Reconciliation Report.

This interplay between consistency and adaptation reminds me of the reference Karen Litke, past president, made to Simon Sinek's Golden Circle. Sinek uses his model of decision-making to explain what sets apart remarkable and legendary leaders and innovators. At the core of his concentric metaphor is the "Why?" of any endeavour. Our "Why?" or purpose of existence is stated as follows: *Public access to safe quality psychology services in Saskatchewan delivered by only registered psychologists who are ethical and competent.* This vision drives, stimulates and permeates the "How" of "What" we do. It means that we work and thrive from the inside out. The reward of such an approach, as Sinek points out, is inspirational and extraordinary efficiency. The work of the College must always be connected to our vision, to ensure that the public can demand, expect, and rely with confidence on the highest standard of professional practice from our membership. Moving forward, the work of the College will continue to focus on improving operations and enhancing service to membership and the public. This always assumes responsive and responsible policy and resource management.

As such, the significant period of fee stagnancy will be interrupted by the necessary and gradual fee increases to accommodate for the realities of our operational costs, procedural efficiency, succession plan, as well as our legal and legislated functions. In addition to the Deputy Registrar position, other projects to be financed include technology enhancements, website upgrades, public / stakeholder education and engagement, member engagement.

The College has been actively represented on the national as well as international psychology platform by our Executive Director/Registrar. This representation is crucial to the College and ensures that Saskatchewan has a confident voice in all matters regulation and evolution of the profession. Karen Messer-Engel is an outstanding ambassador of the College, and standing her ground on all regulatory fronts she is respected and appreciated for her work with national and international regulatory organizations. As outgoing Secretary-Treasurer of ASPPB, Karen received a standing ovation at the 2018 Awards Ceremony. Being part of that event truly brought forth my Canadian and Prairie colours.

Council honours and thanks our volunteers for their service to the College. Their valued time, dedication, talents and efforts sustain the College as an effective and steady self-regulating organization. Your work is crucial to our mandate and your skills and expertise support the College in mastering its functions and responding to its challenges. I want to specifically acknowledge the work of our Nominations Committee. The members enable our annual election process and also keep their ears to the ground throughout the year to recruit our volunteers.

Our Staff continues to elicit admiration from the many they interact with for their professionalism, efficiency, and dedication. Council has great appreciation for the tireless work performed by Karen Messer-Engel, Wendy Petrisor, Lori Kydd-Deis, and Deanna Sudom. This team ensures the seamless operations necessary to the vital functions of the College. They provide active support to Council and to our various Committees tasked with the mandated functions of registration, investigation and sanctioning, and professional practice.

On behalf of Council I extend our appreciation to our lawyer, Merrilee Rasmussen, QC, who has been with the College since its inception. This past year again, Council has relied extensively on her expert and historical knowledge to support and scrutinize Council's interpretation of, and decision-making relevant to, our legislation and mandate.

I finally want to acknowledge and extend my sincerest appreciation to my colleagues on Council for the expertise, integrity, and commitment with which they have fulfilled their obligations of the past year: David Butt (Public Representative), Heidi Clayards M.Ed. R. Psych. (Member-at-Large), Janna Ellis M. Ed. R. Psych. (Secretary), Chrystel Gee (Public Representative), Rori Lee M.Ed. R. Psych.(President-Elect), Karen Litke Ph.D. R.D. Psych., (Past-President), Pamela Olson M.A. R. Psych.(Member-at-Large), Michelle Shaw Ph.D. R.D. Psych. (Member-at-Large), Stacy Taylor M.Ed. R. Psych. (Treasurer) and Maitland Blackwell (Public Representative – recently resigned). I look forward to one more year of collaboration with the exceptional individuals that are dedicated to cultivating our vision and expressing our mission.

Financial Status: Annual Expenditure **\$3858**

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

EXECUTIVE DIRECTOR/REGISTRAR

Since the 2018 AGM the Executive Council has diligently carried out its fiduciary responsibilities and has provided the overarching direction for the work of the College. I have been fortunate to have very supportive and competent colleagues serving on Executive Council and on the College committees. Many of you have served on the committees of the College, and your contributions have been invaluable to my work, and to the College in meeting its mandate. The College staff ably served in their roles and I am thankful for their commitment and diligence.

Who is the College?

The College is all of us who are members of the profession. Our numbers are small and this reality creates a level of complexity for the College in meeting its regulatory responsibilities that larger jurisdictions do not face. The College is very much dependent upon the volunteerism and professionalism of the members to meet its mandate. Self-regulation is a privilege that is good for the profession, and that we cannot take for granted as it can be removed if we are not good stewards of the responsibility.

Over the last year membership numbers increased only slightly with a 1.8% increase in the overall number of members. While the absolute number of Full Practice members remained the same as 2018, the overall percentage of members in that category relative to the total number of members decreased by almost 2% in the last year. At the same time those moving into the Non-Practice category of licensure increased by 1.3% percent relative to the total number of members. Provisional membership increased only slightly.

Licensure	Members 2017	April	Members 2018	April	Members April 2019
Full Practice	440		447 (82%)		447 (80.25%)
Provisional Practice	66		56 (10%)		58 (10.41%)
Non-Practice	41		44 (8%)		52 (9.3%)
TOTAL	547		547		557 (approx. 2% growth)

Approximately 61% of the membership is age 45 or older and approximately 39% is age 55 or older. Those younger than 44 years of age make up only 36% of the membership. As I discussed in my 2018 report the profession is aging and the number of new members coming into the profession is lower than the number of members leaving active practice. While the changes in membership numbers are not likely statistically significant, in a practical sense what the changes mean are that going forward there are likely to be fewer senior members of the profession to provide leadership and mentorship, and fewer senior members to provide supervision for the purpose of licensure and training. The other practical reality is an ongoing decrease in the numbers of psychologists eligible to provide psychological services to the public. This ongoing decline has and will continue to lead to other allied professions filling the void left by the profession. Addressing the decline in the profession will require flexibility and creativity if the profession is to continue to be the gold standard for the provision of psychological services. As I see it, the current reality is that the demand for psychological services outweighs the supply of licensed Psychologists, and I anticipate that this is your experience as providers.

The profession in Saskatchewan continues to be comprised primarily of female practitioners (76%) with approximately a 1% increase in the numbers relative to those in 2018. These numbers continue to be representative of what is occurring within the profession in Canada and the USA. This trend has been in play for decades since the 70s and reflects changing social, economic, and political realities.

Members Groups	Age	Female	Male	Undisclosed
15-24		0	0	0
25-34		65	7	0
35-44		108	22	0
45-54		97	25	0
55-64		88	41	0
65-74		47	29	0
75+		5	5	0
Unknown		12	6	0
Total		422 (approx. 76%)	135	0

The membership of the College continues to be largely trained at the Master's level, with approximately 47% of members holding Master of Education degrees in Educational Psychology. The number of Doctoral trained members has increased slightly over the last year (approx. 1%). The two Doctoral training programs in the province that feed into licensure are in Clinical Psychology, and are not able to produce enough graduates each year to match the number retiring from practice, or those leaving the province. Another reality is that many of the graduates from the two Clinical Psychology programs come from out of province, and most do not stay here to practice once they graduate. Training in Educational Psychology in the province continues to be primarily at the Master's level and this is congruent with the overall trend in North America. Across Canada the majority of jurisdictions continue to license at both the Doctoral and Master's levels. The College views graduate training in Psychology at both levels as valuable, and as important in ensuring that the public has access to qualified practitioners of Psychology.

Degree	Total 2018		Full Practice 2019	Provisional 2019	Non-Practice 2019	Total 2019
Ph.D.	181		159	11	20	188
Psy.D.	3	} 34%	3	1	0	5
Ed.D.	3		3	0	0	3
Ed.S.	0		0	1	0	1
M.A.	71		54	6	8	68
Lic.Psy.Sc.	1		0	0	0	0
M.C.	11		7	7	0	14
M.Ed.	257 →47%		210	31	20	26 →47%
M.Psy.	2		0	0	1	1
M.S.	1		1	0	0	1
M.S.E.	1		0	0	1	1
M.Sc.	16		10	1	2	13
Total	547		447	58	52	557

What has the work of the College been over the last year?

The activities of the College are congruent with its mandate of the protection of the public interest through the regulation of the profession. There is predictability to the primary work of the College that being the licensure of members, and the administration of the complaints and discipline processes. These processes are well established, and while reviewed and revised on an ongoing basis to ensure that they are responsive to the needs of those served, they are legislated and essential functions.

The Registration Committee, Oral Examination Committee, and this writer have the responsibility to ensure to the extent possible, that those who are admitted to licensure are well trained, and are awarded an independent license to practice only when they have demonstrated their competence and readiness for that responsibility. Over the last many years there have been many challenges to meeting this responsibility, and both committees have worked to address these. Some issues of concern relating to registration of members include:

- Practice competency claims – multiple claims, claims incongruent with training
- Supervision – direct observation, supervisor responsibility, preparation of the Provisional member for the oral examination
- Provisional members - struggling with meeting the requirements, multiple changes in terms of jobs and supervisors, break down of supervisory relationships
- Increase in applications from those trained outside of Canada and the USA
- Authorized Practice Endorsement – How does one practice without it?, Should this be required for all psychologists?, training necessary
- The lack of legislative authority to be more prescriptive in regard to training in the profession
- Standardization of processes
- Dealing with exam failure
- Scope of practice issues
- Support for supervisors
- Support for Provisional members

In looking to address these complex issues, opportunities have been identified that will strengthen public protection as well as the profession going forward e.g. opportunities for collaboration between the committees, interface and collaboration with the training community, revision of processes to both enhance the public interest /public protection and benefit the profession, opportunities to collaborate with the guild.

The other major work of the College relates to the complaints and discipline processes. The Professional Conduct and Discipline Committees' charges are to accept and investigate (PCC), and if necessary, adjudicate (Discipline) complaints received from the public, other members of the profession and stakeholders, in regard to the practice and conduct of members of the profession. The College is legislated to accept and investigate all complaints received. There is no option for the office or this writer to not forward complaints to the PCC even if they might appear on the surface to be frivolous or vexatious. These quasi-judicial processes are taxing in terms of both human and financial resources, and are stressful. They are intended to be corrective and educative, and not intended to be adversarial. It is truly unfortunate when the process becomes adversarial, as this serves no one's purpose. The cost to the College of these processes last year were substantive and in the neighborhood of \$92,000 not including staff costs. What the College has managed to recoup in fines and costs since its inception is small relative to what has been spent. At the time of writing this report there are 9 hearings to be scheduled. There is an Alternative Dispute Resolution (ADR) process that may be an option in some cases however the complainant must agree to this process being engaged, and the member must be willing to accept that they may have done something in error. The ADR process can reduce the cost and time involved, and the stress experienced. Those serving on the two committees responsible for complaints do not make their decisions lightly, and do so with great

professionalism, care and integrity. It is important to stress that these processes are necessary elements of professional self-regulation.

The work of the College however is much broader than the primary activities of licensure and the management of complaints. The College must be nimble and responsive to social, political and jurisdictional realities, and changes within the profession and its regulation. Since the last AGM, significant work has occurred in terms of addressing these challenges. Consultation occurred with governments on a number of issues including changes to privacy legislation, regulation of behavioral analysis, proposed changes to gender identification on birth certificates, the provision of psychological services to indigenous peoples, consultation regarding cognitive disability diagnostic criteria changes, scope of practice, licensure of foreign trained psychologists under the Sask. Immigration Nominee Program, consultation regarding MAID legislation, and support for psychologists working in schools.

The College has continued its outreach to the training programs in the province, and I have had the opportunity to meet with students in the 4 training programs as well as the Doctoral Residency program to discuss topics such as ethics in professional practice, licensure, and professional regulation. I have also had the opportunity to connect with and consult with various practice groups around regulation and ethical issues. Individual requests for ethical consultation from the regulatory perspective have increased and I believe are a function of the increasing complexity and litigious nature of the work that Psychologists are engaged in, and the increased expectations of the public served. These opportunities for engagement are important to the College in promoting the protection of the public and mitigating risk for the profession.

The College has worked hard in the last year to operationalize its strategic plan. The first strategic objective of the plan is to “advance” the awareness and understanding of the profession. Engagement of the public, stakeholders, government and the membership are part of this objective. It is hoped that in the not too distant future we will implement initiatives such as a newsletter for the membership, enhancements to the website to better inform, creation of brochures to educate the public and stakeholders, possible Executive Council town hall meetings with members around the province, and possibly providing CE opportunities for members relating to regulatory issues etc. Under the second strategic objective “lead” work is occurring on issues such as the revision of the practice guidelines, lobbying government for scope of practice wording, working with the provincial regulatory group Network of Intra-provincial Regulatory Organizations (NIRO) lobbying government to streamline the legislative amendment processes, and ongoing review and revision of the licensure process. As you may recall for a number of years the College was involved in consultation with government and the Saskatchewan Association of Social Workers (SASW) in regard to the extension of diagnostic privilege to qualified members of the profession. Both the SASW and government wanted this privilege restored to the profession and it was in 2015, and implemented in 2018. Currently the College is in discussions with SASW in regard to the creation of an MOU to address how complaints will be managed where a Psychologist is supervising a Social Worker’s diagnostic practice. The extension of the privilege to the profession has occurred, and will not be retracted by Government as we understand it. Another important initiative under the strategic objective of “lead” is work to establish a taskforce to operationalize the College’s response to the federal Truth and Reconciliation Commission Report. This is an important initiative that calls on the profession to reflect on its role in contributing to the systemic oppression of indigenous peoples. Under the third strategic objective “improve” activities have been undertaken such as ongoing review and revision of documentation, work with legal counsel around improvements to the complaint and discipline processes, cross training of staff. Finally, the fourth strategic objective is “secure” and this relates to securing the future of the College. A number of activities are currently underway including succession planning, review and possible revision of operating policies and council policies, and the exploration of the engagement of a financial planner. Importantly part of ensuring the ongoing viability of the College is to expand its staff component by adding a Deputy Registrar by the summer/fall. This is part of succession planning for the College and will hopefully ensure the transfer of College knowledge and history as positions are vacated. The addition of a Deputy Registrar will also provide much needed assistance to the existing staff component in covering the multiple responsibilities that the College currently has.

On the national level I am in my second term as the Chair of the Association of Canadian Psychology Regulatory Organizations (ACPRO) which is the association of all of the regulatory bodies in psychology in Canada (10 provinces and NWT). I believe that it is crucial that the voice of this jurisdiction is represented at the national table. ACPRO was recently awarded a substantial federal grant to establish a single point of entry into licensure for foreign trained psychologists to make application. ACPRO has engaged a project manager, and recently awarded a contract to a vendor who will carry out the credential review for all jurisdictions. This will substantially reduce the work currently being carried out by the College in regard to foreign trained applicants and will push the issue of consistency between jurisdictions. ACPRO also continues to work on the National Standard (CPA accredited Doctoral degree into the title Psychologist and the full scope), and will be meeting with the Canadian Psychological Association at the end of this month to get their help in articulating the unique skills and competencies at both levels of graduate training in Psychology. This will hopefully enable the creation of a parallel licensure process for those trained at the Master's level. On an ongoing basis ACPRO hopes to work with CPA on issues where there is intersection between advocacy and regulation e.g. continuing professional development, title issues, consultation re training in psychology and the interface with regulation. The College continues to be committed to moving toward the National Standard, and the reduction of jurisdictional differences in licensure and licensure philosophy. The national Minimum Data Set project is progressing and it is hoped that regulators will begin gathering data on the profession starting with the next renewal cycle. Data collection will be part of renewal, and the data will help to inform workforce planning, training planning, and policy development in regard to the provision of psychological services. ACPRO is also involved in consultation around issues such as licensure of Psychologists working for federal agencies, consultation regarding title protection, and consultation with the Canadian Institute of Health Economics.

On a North American level, I recently stepped down from my role as a Board of Directors member for the Association of State and Provincial Psychology Boards (ASPPB) after serving for 6 years. This was an incredible opportunity for me both personally and professionally. This was also an opportunity to ensure that the Saskatchewan voice was taken into consideration in terms of where regulation is going in Canada and the USA. I currently serve as the Chair of the ASPPB Social Media Taskforce whose charges include review of the literature and surveying regulators in regard to social media use and regulation, the development of model guidelines for the regulation of social media use and practice, and the creation of model regulatory language. I also currently serve on the ASPPB Implementation Taskforce for the Part 2 of the Examination for Professional Practice in Psychology; whose charges are the development of the Part 2 and its implementation. This part of the exam will assess the practice skills, and the Part 1 will continue to be a knowledge exam. The exam is being developed to provide regulators with a standardized tool that will help to more fully assess the construct of competence and readiness for independent licensure. I also am currently a member of the ASPPB End of Practice Taskforce whose charges are to develop tools and supports for regulators and their membership regarding closure of practice.

Hopefully it is apparent from my report that the College has its proverbial "oar in a number of streams" that are interrelated and important to the regulation of the profession, the protection of the public interest, and also to the profession. These involvements require time and resources, both financial and human. The College has worked hard to establish a healthy reserve to ensure that should there be a catastrophic event there is at least a year's operating monies available and monies available for legal defense. That said the gap between annual revenues and annual expenditures is continuing to decrease, and will become more pronounced as the profession ages and more of us retire. The addition of a Deputy Registrar, updating technology, and expansion of activities to meet the strategic objectives of the organization are important and will require additional revenue. The Executive Council has considered all of the alternatives to increase revenue, and this will necessarily need to involve the increase of licensure fees, as well as other fees associated with licensure. Starting with the 2020 renewal the licensure fee will increase to \$900, and will increase by \$50 for each of the subsequent years 2021 and 2022. The College will continue to work hard to reduce costs where possible, and is in the process of seeking a financial planner to help grow the reserves through investment.

I am proud of all the College has accomplished, and hope that you are too. Thank you for the opportunity to serve and for your support.

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

FINANCE & PERSONNEL COMMITTEE

The Finance and Personnel Committee is a committee of the Executive Council, and has as its members Jenny Keller, Ph.D, R.D.Psych. (President), Rori Lee, M.Ed., R.Psych (President-Elect), Stacy Taylor, M.A., R.Psych. (Treasurer), David Butt (Public Representative) and Karen Messer-Engel, M.A., R.Psych. (Executive Director/Registrar) as an ex-officio member. The responsibilities of the Committee are to undertake:

1. Tasks delegated by Council;
 - a. Consider and respond to matters involving staffing and office operations brought forward by the Executive Director in an appropriate and timely manner.
 - b. Act as a mediator in cases of conflict between staff and the Executive Director / Registrar.
 - c. Conduct annual performance evaluations of the Executive Director / Registrar based on the requirements of the position.
 - d. Conduct annual reviews of the contracts of the Executive Director / Registrar, negotiate any changes and bring recommendations to Council.
 - e. Develop policies, guidelines and procedures associated with finance and personnel matters.
2. Activities, actions and initial decisions involving staffing and office operations when requested by the Executive Director in situations where it is not feasible to convene a meeting of the full Council.

The Committee members met three times in this past year. The following activities were undertaken:

- Establishment of salary grids for the positions of Administrative Assistant and Deputy Registrar.
- Finalization of the job description for the Deputy Registrar position. It is anticipated that the job will be posted in the very near future, and we hope to fill the position in the next few months.
- A review of the Assistant to the Registrar, and Executive Director / Registrar salaries was undertaken by the Committee.
- Policy recommendations in regard to an annual cost of living increase and salary grid review every 4 years.

Respectfully submitted by,
Rori Lee, M.Ed., R. Psych.
President-Elect

TREASURER

Stepping into the position of Treasurer has indeed been a steep learning curve! However, Wendy Petrisor, Karen Messer-Engel, and the administrative staff of the College, have continued to provide me with appreciative assistance. The College continues to answer every question I may have asked with clarity and transparency. This year, Karen and myself, are tasked with identifying a different wealth management company; as the financial advisor from Thrive Wealth Management we had hoped to work with has left his position.

The cost of doing business continues to grow, and necessarily so too does the operating budget. In preparing this year's Budget, each budget line was examined closely to consider where we might cut operational costs. The largest expense continues to be salary expenses, followed by legal and disciplinary costs. In keeping with past practice, the budget for the current year is a deficit budget; however, costs typically come in lower and we have continued to have surpluses at the end of each year, although these are getting smaller.

The Executive Council however is in the process of examining where to place our energy and resources; as well as, the potential costs associated. Further, the College will be in process of hiring a Deputy Registrar to assist Karen Messer-Engel (Executive Director/Registrar); as a means of looking toward succession-planning. Maintaining the current Registration Fee is becoming significantly more challenging.

My experience on the Council continues to be interesting and rewarding. I look forward to serving as Treasurer for another two year term.

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

REGISTRATION COMMITTEE

Membership: The Committee is comprised of Carmel Kleisinger, M.A., R. Psych., Tammy Ferguson, M.Ed., R.Psych.; Beverley Lane, M.Ed., R.Psych.; Melissa Darrow, 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., the newest member Ms. Christel Gee (Public Representative) and this writer as an ex-officio member.

We have been very fortunate to have committee members who have been generous with their time and expertise, with many serving multiple terms. This has been a significant benefit to the College and to the Provisional members whose files have come before the committee.

The Committee is responsible to establish the processes and procedures that provide for the admission of new members to the College. They also provide recommendations to Executive Council in regard to licensure policy and standards. As the Register I have the delegated authority to admit new members to the Register. Where an application is from outside of Canada or the USA or is complex, the Registration Committee is asked to make the initial determination about an applicant's admissibility to the Register. A regular responsibility for the Committee is the review and endorsement of Supervision Agreements, Supervision Plans, practice logs, supervisor evaluations, and approvals to sit the oral examination. Where there is a failure of the oral examination the Committee conducts a review of the exam recording and documents as soon as possible. Successful exam results must be confirmed by the Committee 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 6 occasions and on two occasions decisions were made electronically. Typically, the Committee attempts to meet monthly with breaks in December, July and August, however, this year was an anomaly. Where meetings had to be postponed, decisions were backdated to the date of the original meeting where not doing so would negatively impact the member whose file was under consideration. From June 2018 to April of 2019, the Committee monitored the licensure of approximately 69 Provisional members. This also involved the review of 2 unsuccessful oral exam results, consideration licensure questions and concerns, questions about the suitability of training programs, licensure policy, individual applications, and recommendations regarding removals from the membership. In total, the Committee conducted approximately 155 file reviews. The Committee also met with the Oral Examination Committee to discuss issues of common concern. Further collaboration between the two committees will occur to consider necessary changes to legislation, policy, and practice.

Issues Considered by the Committee:

- Authorized Practice Endorsement - consideration of what is the necessary training and experience, consideration of whether all psychologists should be required to have the endorsement, how in practice diagnostic work occurs
- Supervision – the Committee has to be more prescriptive about what supervision should look like and in particular about direct observation of supervisee work with clients, concerns about supervisors being overburdened, difficulty experienced by some Provisional members in terms of finding a supervisor, consideration of training for supervisors, consideration of how to support supervisors, review of the responsibilities of supervisors, the importance of supervisors having the experience of serving on an oral exam panel in order to better prepare their supervisees for the oral exam
- The need for communication with employers about licensure and regulation
- Consideration of what appears to be a trend > Provisional members having multiple supervisor changes and employer shifts and a sense that this may contribute to poorer outcomes – discussion about whether or not the College can impact this
- Concern about the declaration of practice competency especially by new members to the profession
- Foreign applications – challenging for review of credentials – in some cases issue of language fluency
- Provisional members having to be removed because they are not able to meet all of the requirements prior to the expiration of the 3 year time limit
Competency references - are they useful?

In general, the Provisional period is a period of assessment and is not intended to be a period of training to obtain for substantive skills not obtained in one's academic program

I feel very fortunate to have these colleagues to work with. They approach their responsibilities with obvious professionalism, integrity, and a commitment to doing the best job possible.

Financial Status: Annual Expenditure **\$752**

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. (non-practising); Laurie Garcia, M.Ed. R.Psych.; Nikki Gerrard, Ph.D., R.D Psych. (non-practising); Shantelle Szuch, M.Sc. R.Psych.; Bree Fiissel, Ph.D., R.D. Psych.; Joanne Frederick, M.A., R.Psych.; Terry Levitt, Ph.D., R.D. Psych.; Marion McKenzie, Public Rep.; Wendy Petrisor (ex-officio/Assistant to Registrar).

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

Past Year Members: Laura Vilness, M.Ed.

Investigator: Lori Hutchison-Hunter

Legal Counsel: Karen Prisciak, Q.C.

Number of meetings held: Ten meetings were held alternating between Saskatoon and Regina.

Number of hours per month: In this past year the PCC met for 10 face-to-face meetings (42 hours). In addition, primary and secondary file managers spent on average an additional 3-4 hours each month in preparing their files for the monthly meeting. Two teleconferences were held between 2 members, their legal counsel along with File Managers and PCC Chair to discuss ADR options.

PCC: Mandate

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 investigates the merits of the complaint filed against the psychologist in question.

PCC – Files/Complaints

Eleven complaints were received in 2018. Of those complaints, five were closed and of the six remaining complaints, three remain under investigation, one has gone to the Discipline Committee with formal charges, one file has gone to Legal Counsel for a Legal Opinion, and one has gone to Legal Counsel to develop formal charges. Currently, nine additional files remain open: five hearings have been scheduled, two recommendations for discipline are being developed, one ADR option is pending, and one ADR option is posted on the website. Eight additional files were closed in 2018; five culminated in formal charges with website postings.

Complaints typically contained several allegations of either misconduct and/or incompetence. Behaviours complained about included members 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.

Acknowledgements:

As Chair, I would like to acknowledge the dedicated and diligent work of the Committee members in investigating, reporting on, and making recommendations related to the complaints received. 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 acknowledge and thank our Legal Counsel, Karen Prisciak, Q.C. for her guidance and advice in supporting the Committee's work. Also, the Committee, would 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 Laura Vilness, M.Ed. R. Psych., who stepped down from the Committee in June 2018.

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 recognizes that it takes time to become familiar with intricacies of the complaints and discipline process and the dispositions open to the PCC for dealing with complaints. The Committee continues to discuss 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	\$11,663
Legal Fees	\$ 4,959
Investigator Fees	\$ 4,323
Total:	\$ 20,945

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

DISCIPLINE COMMITTEE

Members: Tom Robinson, Ph.D., R.D. Psych. (Chair); Kendra Nesbitt, M.A, R. Psych.; Doris Schnell, M.A., R. Psych.; Kristin Bellows, M.A., R. Psych.

Alternates: Val Harding, Ph.D., R.D. Psych.; Renee Schmidt, Ph.D., R.D. Psych.; Marc Sheckter, Ph.D., R.D. Psych.

Public Representative: Christel Gee

Number of meetings held: In the past year, there were no meetings held outside of the 5 hearings that were held. This year, we will schedule one or more meetings to address a number of concerns, the most important being adjournment requests.

Financial status: Costs associated with disciplinary hearings last year totalled \$70,432 with fines and cost recovery levied at \$61,108. In 2018 the amount in costs levied was \$25,495 but the amount actually received in the form of settlements amounted to \$20,000.

Expenditures for the Discipline Committee are variable from year to year, depending on the number of hearings convened in a year, administrative costs, legal fees, and the penalties levied which usually include offsetting cost recovery.

Highlights/concerns: There had been a considerable turnover in DC membership last year, so a number of members attended their first hearings in 2018.

We are fortunate to have retained our primary legal counsellor, Merrilee Rasmussen, Q.C. In addition, we added a new Public Representative, Ms. Christel Gee.

Last year, the Discipline Committee moved to schedule hearings on pre-set hearing dates in March, June and October. It was believed this would provide DC members as well as members appearing

before the DC and all legal counsels sufficient advance notice to appear for selected hearing dates. Unfortunately, the adjournment or cancellation of scheduled hearings continues to represent our most vexing problem, and this does not appear to have been solved by advance notice of hearing dates to DC members, members appearing and their legal counsels. There have been necessary adjournments to hearings sometimes as it is impossible to find enough sitting DC members who do not have a conflict or who can be available for the length of time required. A jurisdictional scan regarding how other regulators manage requests for adjournments was conducted with the provincial health regulators, the Canadian Psychology regulators, and the North American Psychology regulators. The results of the scan seemed to highlight that this issue is not unique to this organization, and that in part it is the challenge of having a quasi-judicial process that is based in legal rules and processes. Those jurisdictions who do not share in the experience tended to not have as many complaints, or have fewer complaints proceeding to formal hearings as a result of the use of ADR processes and undertakings, or their hearings are expedited as they seek to always have an agreed statement of fact.

Thus, we have issued a plea to the membership for additional members in order to meet our professional obligation to the public and to the membership. Saskatchewan is a small province and members often have to recuse themselves from hearings in which they have a vested interest or personal connection to the member and/or complainant. As a result, it can be challenging on specific hearings to ensure sufficient members are available.

Number of hours per month: As noted above, the Discipline Committee does not convene meetings on a scheduled basis, although we will be seeking to hold meetings this year to address concerns with adjournment requests and cancellations. We have attempted to schedule hearings on pre-set dates in March, June and October, and it is not apparent that this has resolved the concerns.

This spring, we will be holding hearings outside the pre-set schedule on April 29-May1st and on May 7th. The standard process for setting a hearing is that, upon receipt of a referral from the Professional Conduct Committee of a case for hearing before the Discipline Committee, notice is sent to the member and/or their legal Counsel of their obligation to appear before the Discipline Committee. As per new policy, the Professional Conduct Committee's legal counsel in consultation with the member's legal counsel will let the SCP Office know when they are ready for a hearing and give available dates to try and schedule a hearing. Once there is agreed-upon hearing date, hearings are scheduled when feasible into the pre-set hearing schedule. The DC members are asked to volunteer for specific hearings where they have no perceived conflict of interest or other impediment. Once a committee has been selected, the hearing date is confirmed. Typically, a hearing on agreed-upon settlements may last one to two hours; full hearings may last from one to three days. Following the hearing, members will review the legal summary prepared by the DC Counsel. Once this is approved, the decision is sent to the member and/or their Counsel, and eventually published to the College membership and the public on the College website.

Highlights/items addressed/PCC-number of cases

-Completed: The Discipline Committee completed 5 hearings in 2018, and none thus far in 2019, the next being scheduled outside the schedule on May 1, 2019.

-In progress: The DC received several files that were forwarded by the PCC and these are being arranged for hearing dates. Besides the 2 files scheduled for May 2019, there are 7 additional files to be scheduled for hearings.

Recommendations for next year: Because of the continued pattern of adjournments, last year 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. The pre-set hearing dates should have reduced time and costs of hearings to the College. Unfortunately, already in 2019 we have had to cancel a set of hearings due to insufficient DC members' availability and schedule two hearings outside the pre-set dates. In short, pre-set dates do not appear to be solving the problem and other measures must be examined.

I intend to place before the DC members a proposal that hearing dates will be scheduled without the option of cancellation in the one-month period before a hearing is to be held unless there is compelling evidence of an inability to appear. In short, the member will be compelled to appear if they have not sought adjournment 30 days prior to a scheduled hearing date. Furthermore, if an adjournment is sought, the member will be expected to appear at the next available pre-set hearing date and adjournment will not be an option. Exceptions will be made only for compelling reasons, for which evidence will be required. This approach may result in legal challenges where members and/or their legal Counsel view this as a barrier to a reasonable presentation of a defense, and we will attempt to ensure the member and counsel have ample notice of their obligation to seek and accept the next alternative date for a hearing well before the one-month cut-off. Although this proposal seems draconian, the DC cannot fulfill its responsibility to the public if the setting of a hearing date continues to be treated by members and/or their legal counsels as an easily-delayed option. The process is a challenge to mount, and costly to the membership as a whole in the costs accrued to the College. This proposal, if approved by the DC members, will have to be approved by Executive Council, given the potential legal risks entailed.

The DC members are still often in the position of waiting up until a few days before a hearing to find out whether it will proceed. Some of our DC members must travel to attend hearings, and a delay in confirming a hearing is simply not reasonable. We have had very few members on the DC working in private practice, and such delays are punitive to the DC membership and our capacity to fulfill our responsibility to the public. As with all College committee memberships, our members are volunteers with demanding and busy schedules. Thus, this standard will frustrate and discourage members in private practice from Discipline Committee participation because they are effectively giving up income in order to attend a hearing which may be cancelled. There are other costs to members in the public sector, such as reduced availability to the public which should not be assumed to be a cost-free service to the College. The Discipline Committee remains committed to seeking solutions to this issue over the coming year.

Financial Status: Annual Expenditure **\$70,432**

Respectfully submitted by:
Tom Robinson, Ph.D., R.D. Psych.
Chair, Discipline Committee

ORAL EXAMINATION COMMITTEE

Members: Don Berg, M.Ed., R.Psych. (Chair); Kristin Bellows, M.Ed., R.Psych., Kristi 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.; Judy Wright, M.Ed., R.Psych. and Karen Messer-Engel, M.A., R.Psych. Executive Director/Registrar (Ex-officio).

The Oral Examination Committee (OEC) is tasked 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 usually as panel chairs. We have met six times since the last AGM. The meetings have occurred in person and using Zoom.

Notable accomplishments this year, in addition to the administration of the exams, include revising the examiner and candidate handbooks, work on an improved exam process for APE only exams, revising

the declared/intended competency form and meeting with the Registration committee to discuss common areas of process and concern.

We appreciate the commitment and hard work of the committee members. We would like to thank Ron Martin and Tammy Dusterbeck-Calhoon who have left this committee this year, and to Judy Wright who has joined this committee.

In 2018, 22 candidates have been examined over the course of the year.

Thanks to the 32 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 **\$13,335**
Oral Exam/APE Fees Collected: **\$13,400**

Respectfully submitted by:
Don Berg, M.Ed., R. Psych.
Chair, 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.; Karen Litke, Ph.D., R.D. Psych.

Number of Meetings Held: Initial Meeting December 3, 2018 (2 hours in length).
Teleconference/email: December 2018, January 2019, February 2019, and March 2019.

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: Fern Stockdale Winder, Ph.D., R.D.Psych. (Chair); 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.

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.

As noted in our report last year, 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. Continued consultation with the Privacy Commissioner and Legal Counsel have been directed by the College since that time as well as minor editing/revisions needed after these consultations.

Members of the Committee will be presenting a workshop on the Guidelines at the 2019 Education session held prior to the AGM. Any further work of the Committee will be determined by the Executive Council and the Registrar.

Financial Status: Annual Expenditure \$0

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

UNIVERSITY OF SASKATCHEWAN SENATE

Member(s):

Stephanie L Martin, PhD, R.D. Psych.

Number of meetings held:

Meetings were attended on April 21 and October 20, 2018 (next meeting is scheduled for April 27, 2019).

Number of hours per month:

Senate meetings are held Saturdays (8 hours) twice per year, in October and April.

Website:

<https://www.usask.ca/secretariat/governing-bodies/senate/index.php>

Highlights:

Along with standard reports, the **April 21, 2018** meeting highlighted: changes in admission requirements for a number of academic programs; a Senate Education Committee education session on careers and employment, with speakers from the Student Employment and Career Centre and the Student Wellness Initiative Towards Community (SWITCH); and, review and approval of the University Plan 2025, founded on the commitments of Courageous Curiosity, Boundless Collaboration, and Inspired Communities. See: <https://plan.usask.ca/>

Along with standard reports and discussion of potential recipients of honorary degrees, the **October 20, 2018** meeting highlighted: a Senate Education Committee focus on young innovators, with presentations from Scott Adams (*Improving access to ultrasound imaging in northern, remote, and Indigenous communities*), Kirby Nilsen (*Application of genomic resources in wheat breeding*) and Erin Barbour-Tuck (*Freshman Five*).

Recommendations for next year:The most important recommendation for the following year is to have a Member of the College agree to serve as the *Saskatchewan College of Psychologists' Representative to the University of Saskatchewan Senate*. I have come to the end of two 3-year terms, and have always found this experience to be interesting and rewarding - an opportunity for networking and making a small difference in an important, complex organization with significant community reach.

As always, I recommend we continue to seek opportunities to highlight the importance of mental health within the campus and broader communities that we serve. We also need to continue to emphasize issues related to the need for comprehensive education and training that is competitive with the national standard in our field, particularly at this time of significant budget reduction and reduced administrative understanding of what training in our profession requires.

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

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

PUBLIC REPRESENTATIVES

Periodically, the Ministry of Health puts out a call for members of the public to apply to serve for a three-year term on self-regulating health councils in Saskatchewan. The goal of Public members is to ensure the best interests of Saskatchewan residents are represented on health councils.

The Ministry of Health appointed Public members for the Saskatchewan College of Psychologists, (SCP) are: David Butt and Christel Gee. Maitland Blackwell served as a Public member throughout the 2018 year, but has unfortunately recently had to resign from the role. The Public members currently serve on the following committees: Finance and Personnel, Registration, and Discipline committees. Recently the executive council for SCP, approved funding to hire an additional Public member, Ms. Marion Mackenzie to serve on the Professional Conduct committee. Marion Mackenzie is a retired nurse and former Public member serves in this role.

These members are not psychologists but have a respect for the work that your profession provides to the Saskatchewan people. The Public members possess a strong interest in health care professions as well a diverse knowledge and experience in medicine, architecture and education at the secondary and post-secondary levels. We look forward to working with you over course of our term appointments.

Respectfully submitted by: *Christel Gee (Public Representative)*