



SASKATCHEWAN COLLEGE OF PSYCHOLOGISTS

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Annual Report

Spring 2012

REPORT FROM THE PRESIDENT

My term as president of the Saskatchewan College of Psychologists is quickly coming to an end. I have been on the Executive Council for six years and it has been a valuable and positive experience for me. The role of president is to chair the meetings of the Executive Council and to convey the decisions and positions of the Executive Council to the membership and related organizations. Decisions are made by the Executive Council as a legislated and collective body with the mandate of protection of the public in the profession of psychology.

Executive Council priorities for this term included: review of credentialing requirements, title protection, review and update of the strategic plan (and ongoing commitment to policy governance), upgrades to technical resources, and sound management of financial resources. These are all continuing activities for College and Executive Council business and are evidence of systematic operations rather than emerging issues and concerns. The College has moved beyond the founder stage and is maturing as a recognized professional organization.

Management of finances means ensuring the College has adequate income to support its operation, including the office and legal fees. With this ongoing responsibility Executive Council approved an incremental fee increase. The review of membership fees, along with the analysis of expenses, is part of the routine annual budgeting process.

The College operates within the larger Canadian and North American contexts of the regulation of the psychology profession. Membership with ACPRO and ASPPB keeps the College cognizant of recognized standards, procedures and processes. The Agreement of Internal Trade which governs the mobility of psychologists across the provinces continues to be an influence on the registration of new applicants.

The College, under the leadership of the Executive Council, will continue to refine policies and practices to ensure efficient and appropriate operations and will also continue to identify pertinent and emerging trends and issues in the regulation of psychology.

It has been a privilege to serve in a leadership role in the governance of the profession of psychology in Saskatchewan.

I wish the new President, Gary Halbert, M.E., R.Psych., all the best. I thank the current members of the Executive Council for being an outstanding group to work with. I thank the office staff (Karen Messer-Engel, Wendy Petrisor, and Anita Miles) for their dedication and high level of professionalism and competency. They are a pleasure to work with.

Financial status: Annual Expenditure \$10384.
Judicial Review (Legal) \$23652

Respectfully submitted by:
Laura Vilness, M.Ed., R.Psych.
President

EXECUTIVE DIRECTOR/REGISTRAR

Much has been accomplished by the College in this last year, and it could not have occurred without the assistance of the many members who gave freely of their time and expertise to assist in this important work. I am also appreciative of the numerous inquiries and feedback we have received from the membership regarding this work, which assists us in refining and improving our standards, policies and procedures, and at times gives us pause for thought.

I am grateful for having had the opportunity to work with a very supportive and committed group of Executive Council members who have worked hard to ensure that the mandate and responsibilities of the College have been met. I would like to mention Joan Dudgeon, R.N., M.Ad.Ed., and Gordon Glaicar, B.A., B.Ed., who are two of our Public Representatives who will be stepping down in April, after having served two consecutive terms on Executive Council. Both individuals, along with our third Public Representative, Marion McKenzie, R.N., have provided an invaluable service to the College, to the profession, and to the Public for which I am very appreciative.

The staff complement at the office has remained consistent with approx. 2.3 full-time equivalent positions. I am thankful for the continued dedication and professionalism of Wendy Petrisor (Assistant to the Registrar) and Anita Miles (Administrative Assistant/Receptionist). The scope of responsibility and impact has increased for the College and in light of this an expansion of the staffing level is being contemplated.

At times in my work as the Executive Director/Registrar I am questioned about the value of membership in a regulated profession other than a license to practice. In reflecting on this question I offer the following thoughts:

The College has worked:

- to promote a high level of competence and ethics within the profession, which engenders increased accountability and respect for the profession and what it has to offer, which benefits all of us as members;
- collaboratively with the other Canadian regulators to establish mobility for members across Canadian jurisdictions, and to promote the standardization of regulatory practice and philosophy;
- with our North American colleagues to ensure that Saskatchewan has a voice in the evolution of the regulation of the profession and what the profession will look like in the coming years;
- with the Ministry of Health to ensure that the issues relating to the regulation of the profession are on the government's "radar";
- to establish strong governance policy with the intent to improve service to the membership and the public;
- to educate employers and stakeholder with regard to the value of hiring registered psychologists as opposed to non-psychologists;
- towards educating the public with regard to the differences between psychologists and non-psychologists, and the value of accessing a registered psychologist;
- to provide the membership with consultation and guidance with regard to ethical and practice issues.

The college has experienced modest growth over the last year. As of January 2012 the College our membership numbers were as follows: Full Practice 424, Provisional Practice 54, Non-Practice 39 (total 517). The academic credential representation among our members is as follows: Masters 341, Doctoral (Ph.D. and Psy.D.) 171, Other 5. The majority of members (319) work in either Regina or Saskatoon, and the majority of those actively practicing list their primary employment as within the public sector.

In the last year the College office has received many inquiries with regard to practice, and the use of the *Canadian Code of Ethics for Psychologists 3rd Edition* (Code) and the *Saskatchewan College of Psychologists Professional Practice Guidelines* (PPG). It is encouraging that these documents and the principles which they articulate are in our minds as we carry out the work of psychology, and that as a profession we appreciate the importance of being self-reflective, and of staying current with regard to standards and best practices.

There have been many interesting and challenging issues which we have been faced with since the last Annual General Meeting. At the national and North American levels, work has been occurring to minimize differences in licensure philosophy, standards, and procedure. I am particularly proud of the fact that the College was directly involved in the establishment of model standards for the provision of telepsychology in Canada and that these are being used to inform our American colleagues in the development of their own model standards. We are continuing to pursue the legislative and bylaw amendments discussed at the last AGM. Unfortunately these did not make it onto the government agenda last year. Currently, we are in the process of stakeholder consultation. The College has also been dealing with title breach issues; in particular, regarding members of the Canadian Professional Counsellors Association. Legal remedies are being pursued as other avenues of redress have not been successful. Consultation with regard to diagnostic privilege and the profession of Social Work has continued, and currently the Ministries of Health and Social Services are contemplating the next steps. The College has maintained the position that the profession of Social Work has a right to make a request of government to extend the privilege, and the position that this is a higher-level skill which requires specific training, supervised experience and evaluation. The College has maintained that if the privilege is to be extended, stringent standards for training and competence similar to those for this profession, need to be applied. Also on the agenda for this year will be a focus on public education, and in terms of the administrative function of the College, the consideration of a new database which would allow for increased collection of relevant data and improved member service.

The Registration Committee and this office have the responsibility to ensure that those being admitted to the profession meet the necessary legislated and established standards. Between April 2011 and January 2012, 37 new applicants were admitted to the Register. Of the 37 new members, 14 were admitted under the federal/provincial mobility agreement – the Agreement on Internal Trade (AIT). The Registration Committee also has the responsibility to provide an independent review of all oral examination failures, and to monitor sanctions which are the result of the alternative dispute process or the formal disciplinary process.

The Oral Examination Committee (OEC) established oral examinations for 25 Provisional members. The pass/fail rate of the oral examination interview process is approximately 8% fail, not including partial fails of the APE-only portion (2004 to present). The fail rate for Master's level is 13% and Doctoral 16% (82% of candidates for exam are Master's level). The OEC is continually working to improve the oral examination interview process and uses feedback from both examinees and examiners, as well as the research to inform their revisions. This writer serves as an ex-officio member of both the Registration and Oral Examination Committees.

At times licensure and oral examination failure review decisions are appealed by applicants and members. During this past year 2 appeals to Executive Council were held. The decisions of the Registration and OEC were upheld upon

appeal. The College also had a judicial review filed against regarding a decision to deny licensure, and the decision of the College was upheld by the Court. We are clearly in more litigious times, and this places excessive demands on the organization both in terms of finances, and staff and committee resources. It is important to highlight that these events are very expensive on many levels but are a necessary reality of professional regulation.

Two other major responsibilities of the College are the investigation and discipline processes. The Professional Conduct Committee (PCC) and the Discipline Committee are responsible for this most difficult of tasks. The PCC is assisted in their work by the Assistant to the Registrar. During the last year the PCC worked hard to streamline their processes and to reduce the timelines on investigations. The PCC is currently piloting the use of independent investigators to gather the factual information of complaints. The success of this initiative is currently under consideration. Last year there were no discipline hearings. A number of hearings were scheduled but were cancelled and rescheduled due to various reasons. There are 4 complaint cases which are waiting to go forward for formal hearing. There is one outstanding discipline case for which an application for judicial review has been filed with the Court.

The College has worked hard to meet its mandate and to establish our profession as one that is competent, ethical and that we can feel proud to be members of.

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

TREASURER

Two months following the end of my term as Member-at-Large, I agreed to take on the position of Treasurer. As I began familiarizing myself with the College's financial operations, my appreciation grew for the work of our outgoing Treasurer, Shelley Hengen and our *Office Trio* - Karen Messer-Engel, Wendy Petrisor, and Anita Miles. To them, I extend a most grateful "*Thank-you!*" for their competence and rigorous management of College Funds.

As the College matures and grows as a regulatory body, it continues to face the rising cost of doing business. In addition to salary expenses, our largest expenditures are legal fees attached to Discipline Hearings, Appeals, Judicial Reviews and title breach issues. Executive Council has kept Registration Fee increases to a minimum and has increasingly challenged Council and committee members to use teleconferencing and electronic means of conducting College business whenever possible.

During this upcoming fiscal year we will be faced with upgrading office computers, and purchasing a new, more

efficient data base that will accommodate electronic means of paying Fees, and free up valuable time for our office staff. Executive Council has also made the important commitment of hiring a Deputy Registrar to assist Karen Messer-Engel (Executive Director/Registrar); and as a means of looking toward succession-planning.

In preparing this year's Budget, each budget line was examined closely to consider where we might cut operational costs. Hence, this fiscal year Executive Council will be reducing the number of face-to-face meetings from the current 10-11 per year to 4-5 per year. In addition to this being a significant cost-saving measure, the decision also reflects movement toward a governance model.

With regard to legal expenditures Council is exploring cost recovery options, and imposing restrictions on the scheduling of hearings (i.e., setting firm dates; venue). We are also considering capping allowable expenses for hotel accommodations and requiring receipts for meals.

The experience of serving on Council has been a rewarding and challenging one again this year. I would encourage all members to consider involving themselves with Council and/or committee work.

Respectfully submitted by:
Cathy Fieldgate, M.A., R. Psych.
Treasurer

FINANCE AND PERSONNEL

Members: There are four members on the Committee comprised of: Jenny Keller, Ph.D., R.D.Psych., Cathy Fieldgate, M.A., R.Psych., Gary Halbert, M.Ed., R.Psych., and Gord Glaicar, B.A., B.Ed. (Public Representative).

Number of meetings held: Four

The primary focus for this council term has been contemplating and resolving staff related matters brought forward by the Executive Director/Registrar. Within the framework of policy governance the Executive Director has direct supervision of the SCP office and staff. Matters usually addressed by this Committee, on behalf of Executive Council, relate to job descriptions, hours of work, contract negotiations and reviews, remuneration, performance reviews, and professional development. Succession planning continues to be an extraordinary matter and consideration of the position of Deputy Registrar is a priority for the Committee of the new council year.

Financial status: Annual Expenditure \$24

Respectfully submitted by:
Jenny Keller, Ph.D., R.D.Psych.
Chair, Finance and Personnel Committee

REGISTRATION COMMITTEE

Members: The College has been incredibly fortunate to have Psychologist members and a Public Representative who have all served on the Registration Committee (Committee) for multiple terms. This has allowed the College to establish expertise and consistency in its registration process. The Committee is comprised of Nathalie Bernard, M.Ed., R.Psych., Terrie Dumelie, M.Ed., R.Psych., Tammy Ferguson, M.Ed., R.Psych., Dave Gorrie, M.Ed., R.Psych., Liz Ivanochko, Ph.D., R.D.Psych., Carmel Kleisinger, M.A., R.Psych., Joan Dudgeon, R.N., M.Ad.Ed. (Public Representative), and this writer serves as an ex-officio member.

The Committee is charged with the responsibility to review and determine eligibility for licensure of applicants with foreign credentials, and credentials of a complex nature; review and evaluate all Supervision Agreements, Supervision Plans, Practice Logs, and supervisor evaluations of Provisional members; review and endorse provisional member readiness for the oral examination interview; review and rule on all unsuccessful attempts at the College established oral examination interview; confirm the Full Practice status of Provisional members who successfully complete all of the requirements of the Provisional period; monitor any relevant practice sanctions on members that result from the investigation and/or discipline processes; and make recommendations to Executive Council with regard to the licensure of psychologists.

In 2011 the Committee met in-person on seven occasions; three additional meetings were cancelled due to a lack of quorum. Since the last AGM the Committee has monitored and directed the provisional licensure of 50 plus members, addressed issues relating to numerous other members, and responded to many consultations with regard to the registration process. In total, the Committee conducted 124 file reviews. At each step in the Provisional licensure process it is the Committee's responsibility to ensure that the Provisional member is meeting the expectations for licensure, and to provide guidance and direction when necessary.

Issues Discussed/Considered by the Committee in 2011:

- credentialing policy and necessary elements for licensure;
- Agreement on Internal Trade and licensure;
- oral examination failure reviews – four;
- appeals to Executive Council of decisions of the Committee;
- supervised practice hours and what is justifiable;
- expectations for the submission of supervised practice hours and supervisor evaluations;
- what constitutes practicum hours;
- authorized practice and licensure ;
- supervision during the Provisional licensure period – expectations and standards;
- extensions of the Provisional licensure period;
- how long should one be allowed to stay on the register as a Provisional member;

- failures of EPPP;
- fitness to practice questions.

Financial status: Annual Expenditure \$531
Appeals (Legal) \$3963

On a regular basis the Committee is called upon to make difficult and at times unpopular decisions, and they do so in a professional, ethical and fair manner. I feel very fortunate to have this group assisting with this incredibly important work.

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

DISCIPLINE COMMITTEE

Members: We have four members of our Committee and two alternates. Members are Mary Hampton, Ed.D., R.D.Psych. (Chair), Angelina Baydala, Ph.D., R.D.Psych., Tom Robinson, Ph.D., R.D.Psych., and Gordon Glaicar, B.A., B.Ed. (Public Representative). Alternates are Patricia Crassweller, M.A., R.Psych., and Regan Hart-Mitchell, Ph.D., R.D.Psych. Members that stepped down this year were Greg Stevens, Ph.D., R.D.Psych., and Carl von Baeyer, Ph.D., R.D.Psych. (alternate).

Number of meetings held: No hearings were held in 2011. We thank Merrilee Rasmussen, Q.C. counsel for the Discipline Committee, for her assistance in our work.

Number of cases addressed:

Completed: 0 hearings were completed
In progress: 4 hearings in progress

Highlights/Concerns: Results of the Discipline Committee's decisions can be found on the college website.

Financial status: Annual Expenditure \$1532
Hearings (Legal) \$14080
Appeals (Legal) \$13149

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

PROFESSIONAL CONDUCT COMMITTEE

Members: Linda Arnot, M.Ed., R.Psych. (Chair), Joanne Frederick, M.A., R.Psych., Jason Peebles, Ph.D., R.D.Psych., Jennifer Chalmers, Psy.D., R.D.Psych., Samuel Morgan, Psy.D., R.D.Psych., Bruce Gordon, Ph.D., R.D.Psych., Della Hunter, Ph.D., R.D.Psych. Alternate members: Don Berg, M.Ed., R.Psych., Ruthanne Bell, Ph.D., R.D.Psych., Carol

Eaton, M.A., R.Psych., Deborah Parker-Loewen, Ph.D., R.D.Psych., Bryan Acton, Ph.D., R.D.Psych., Deborah Hay, Ph.D., R.D.Psych., Valerie Morrissey, M.Ed., R.Psych., and Darlene Ware, M.Ed., R.Psych.

Meetings held: 10 per year alternating between Regina and Saskatoon

Mandate: The mandate of the Professional Conduct Committee (PCC) is to receive, review, and investigate complaints alleging professional misconduct and/or incompetence against members of the College. In fulfilling its mandate, when an official complaint is received, the PCC makes an initial determination as to whether the complaint is appropriate to investigate. No investigation occurs when there are no grounds for the complaint because the member's behavior is not reflective of professional misconduct and/or incompetence, the complaint is frivolous and/or vexatious, or when PCC has no jurisdiction in the matter before the committee. The PCC investigation may consist of gathering information, documentation and conducting interviews with a variety of witnesses, not limited to the complainant and member. If the PCC does investigate, one of three results ensues: a recommendation that no further action be taken; the initiation of either Alternate Dispute Resolution (ADR), Mediation or Letter of Advisement or, referral of the matter to the Discipline Committee.

Number of cases addressed:

	2002 2005	2006	2007	2008	2009	2010	2011
# of files received:	40	14	6	9	13	7	7
Under Investigation	0	0	0	0	0	1	7
No Merit				4	6	1	
Letter of Advisement				2	3	3	
ADR/ Informal Resolution	1	2	0	0	2	1	
*Discipline	3	3	2	3	2	1	
# of open files	0	3	0	2	2	2	7
# of closed files	40	11	6	7	11	5	

*Not all Hearings had been held by Dec/11

Types of complaints and source of complaints: The primary allegations made against members involved complaints about competency, assessment procedures, custody and access assessments, fitness for work assessments, relationships with clients/work colleagues/dual roles, representation of services/credentials, service provision, confidentiality and professionalism. Most complaints were made by clients, with others made by colleagues, employers, and the College itself.

Highlights and recommendations: The PCC continues to refine its practice and develop and update policies and procedures. While the number of cases received from year to year does not appear to be predictable, the complexity of the cases has increased over time, thus requiring more time, effort and resources. Another change which has impacted PCC resources has been an increase in the rigor applied to investigations in terms of the use of interviews as a matter of routine, enhanced investigation protocols, increased communication with both the complainant and the member under investigation, and more detailed documentation requirements. These changes have improved the efficacy, transparency and accountability of the processes. We continually strive to streamline our processes to ensure the timely handling of all complaints. We are evaluating the use of contracted investigators in this process. We are pleased that the Professional Practice and Ethics Committee will be developing practice advisories for members. The PCC consists of very hardworking volunteers who spend countless hours working on cases as investigators and committee members. Thank you all for your dedication and commitment. Thank you to Wendy Petrisor and Karen Messer-Engel for their ongoing assistance and support. The PCC is grateful for the guidance of the PCC lawyer, Karen Prisciak, QC.

Financial status: Annual Expenditure \$6006
 Legal Fees \$3509
 Investigator (contracts) \$4628

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

PROFESSIONAL PRACTICE AND ETHICS COMMITTEE

Members: The members of the Committee are Doug Jurgens, Ph.D., R.D.Psych., Francis Stewart, M.A., R.Psych., Evelyn Steginus, M.A., R.Psych., Keith Powell, M.Sc., R.Psych., Diane Bodnarchuk, M.Ed., R.Psych., and Marion McKenzie, R.N. (Public Representative). I would like to acknowledge all the Committee members for their expertise, time, work, and commitment over the past year.

Meetings Held: The role of the Professional Practice and Ethics Committee is to provide input and opinions to the Executive Council and SCP members regarding issues of professional practice and ethical issues. This year, our Committee met on three occasions, but also conducted a portion of our work electronically as issues and concerns arose.

Items Addressed: Over the past year, the Committee provided feedback to members and Executive Council on a number of issues, including:

- The retention of video tapes that were made as part of a child assessment in the school system;
- A potential conflict of interest resulting from a breach of confidentiality by a Member's employer;
- There were a number of concerns a Member had with respect to a long-term client moving into the house next door to the Member;
- Providing services to children when the step- and biological parents disagreed on the provision of consent;
- A Member became aware, through hearsay, that another employee in the Member's work setting had disclosed confidential information about a client;
- A situation in which a Member was asked, by the employer, to provide a "professional opinion" without conducting a formal assessment, on the risk of a sex offender who had violated a condition of his Long Term Supervision Order;
- A case in which a Member became aware that he provided EFAP counseling services, and had been paid for these services, to an individual who was not eligible to receive these services under the conditions of the EFAP program.

Two professional practice issues were also addressed by the Committee. These included:

- At the request of the SCP Executive Council, the Committee reviewed and suggested changes to the current titles, "Registered Psychologist" and "Registered Doctoral Psychologist" that would be more specific to the Member's specialized education and training;
- The creation of an Ad Hoc Committee, with representation from the PP&E Committee, to formulate guidelines for SCP Members who conduct child custody and access assessments.

Recommendations for Next Year: At the time of this Report, the development of the Practice Advisory/guidelines for conducting child custody and access assessments has progressed much slower than expected. The Professional Practice and Ethics Committee recommended that the Ad Hoc Committee be dissolved, and that the Executive Council adopt a set of guidelines that have already been developed by other jurisdictions.

Financial Status: Annual Expenditure \$1398

Respectfully submitted by:

Francis Stewart, M.A., R Psych.

Acting Chair, Professional Practice and Ethics Committee

NOMINATIONS COMMITTEE

Committee function: The Nominations Committee seeks Full Practice members in good standing who are willing to stand for election to the positions coming open on the Executive Council of the SCP. When the numbers of

nominations permit, the Committee carries out the elections process with assistance from the SCP office staff. The Nominations Committee also seeks to place volunteer members into open vacancies on SCP Committees in liaison with the Registrar, Committee Chairs and Executive Council.

Members: At the start of the 2011 year the appointed Nominations Committee included Chairperson, Henrik Cherland, M.Ed., R.Psych. (non-practising), Leslie Young, M.Ed., R.Psych., and Renee Schmidt, M.Ed., R.Psych. Henrik Cherland, M.Ed., R.Psych. (non-practising) invited Heather Switzer, Ph.D., R.D.Psych. to serve on the Committee following the completion of the 2011 elections and she moved into that role in preparation for the 2012 election as of September 2011. After June, Henrik Cherland, M.A., R.Psych. (non-practising), stepped down from the Committee having provided leadership and service for several years. Karen Todd, Ph.D., R.D.Psych., Past President-Elect to Executive Council, supported the Committee from June until October. Renee Schmidt, M.Ed., R.Psych., was asked to volunteer as Chairperson following Karen's departure. Jenny Keller, Ph.D., R.D.Psych., joined the committee January 2012 and will serve until March 2012 as Executive Council liaison. Additional membership will be sought out for Nominations Committee work over the coming months.

It is anticipated that the membership of the Nominations Committee will remain at four or five members in order to accommodate the needs of both the election process and volunteer recruitment to varied SCP committees.

The inclusion of an Executive Council member for liaison between Executive Council and the Nominations Committee around volunteer appointments, and electoral process and procedures has been helpful to expedite communication.

Meetings held: From June 2011 until the end of January 2012 five meetings were held on monthly intervals.

Items addressed: On October 13, 2011, the Committee met to review its mandate, consider timelines, identify tasks and form plans to submit to the Executive Council. Plans for mail-outs in preparation for nomination requests and inclusion of Executive Council position descriptions were reviewed to reflect the upcoming 2012 Election vacancies. The Polling Date was set for March 9, 2012.

On November 18, 2011, SCP Office staff mailed the Call for Nominations to members with e-mailed reminders that followed on later dates. At the close of Nominations on January 24, 2012, SCP members had provided three names for nomination. The open positions were: President-Elect, Secretary, and two positions for Member-at-Large. Jenny Keller, Ph.D., R.D.Psych., Wanda Saul, M.C., R.Psych., and Shannon Fuchs-Lacelle, Ph.D., R.D.Psych., were nominated, respectively, for these aforementioned positions: President-Elect, Secretary, and Member-at-Large. As no other nominations had been received for any of the four positions, these members were acclaimed to the particular positions and no election process was initiated. The second position for Member-at-Large will be appointed by Executive Council.

In the weeks prior to the 2012 AGM, the Committee will complete tasks specific to the membership survey that was initiated in Fall 2011 which considered how the membership may require additional information and specificity around their commitments in order to be confident to volunteer on committees that serve the SCP. Materials will be compiled for submission to Executive Council so that any work or processes to support the role of the Nominations Committee can be presented for discussion and action specific to the following year's appointed Nominations Committee.

"Thank you" is extended to the past Chairperson of the Nominations Committee, Henrik Cherland, M.Ed., R.Psych. (non-practising), for his dedicated service and leadership. Additionally, thanks to Karen Todd, Ph.D., R.D.Psych., for her support during the past year.

The Nominations Committee members acknowledge with considerable gratitude the timely support provided by Anita Miles (Admin.Asst/Receptionist), and Wendy Petrisor (Assistant to the Registrar). The proficient efforts and guidance offered by Karen Messer-Engel, M.A., R.Psych., Executive Director/Registrar, is deeply appreciated. With such energetic work efforts smooth functioning of the Nominations Committee is achieved.

Financial status: Annual Expenditure \$541

Respectfully submitted by:
Renee Schmidt, M.Ed., R. Psych,
Chair, Nominations Committee

ORAL EXAMINATION COMMITTEE

Members of the Committee: Tammy Dusterbeck-Colhoun, M.Ed., R.Psych. (Co-Chair), Don Berg, M.Ed., R.Psych. (Co-Chair), Kristin Bellows, M.Ed., R.Psych., Ian MacAusland-Berg, M.A., R.Psych., Iris Rowlett, M.Ed., R.Psych., and Kristi Wright, Ph.D., R.D.Psych. New members to the committee for the upcoming year also include: Audrey Kinzel, Ph.D., R.D.Psych., Kathleen Thorpe, M.Ed., R.Psych., and Sandy Gardner, M.Ed., R.Psych. Karen Messer-Engel, M.A., R.Psych., Executive Director/Registrar, attends meetings on a regular basis and we continue to be very thankful for her ongoing support and assistance.

Items Addressed: The Oral Examination Committee (OEC) has continued to work over the past year to oversee the administration and evaluation of the oral exam process with the goal of ensuring that this last step in the registration process is conducted in a timely, fair, standardized, relevant and economical manner. Over the last year, 25 candidates were examined. The next set of examinations is scheduled to take place on May 11, 2012 in Saskatoon to accommodate psychologists who are interested in participating on the panels and who are unable to attend the Regina sessions. Issues

considered by the OEC included revisions to the examination handbooks, revision of the descriptors used in evaluating performance, the issue of accommodations, consideration of a focused jurisprudence examination, recommendations regarding the APE and licensure, recommendations regarding standards for supervision, consideration of examination item pool, review of feedback regarding the process, responses to members regarding the process, consideration of training for supervisors.

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

Financial status: Annual Expenditure \$8238

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

AD HOC COMMITTEE ON PRIVACY ISSUES

Members: Heather Brenneman, Ph.D., R.D.Psych., Robert Brown, Ph.D., R.D.Psych., Darcia Evans, M.Ed., R.Psych., Ellen Legault, Ph.D., R.D.Psych., and Glenn Pancyr, Ph.D., R.D.Psych.

Meetings held: Six by teleconference

Items addressed: The Committee teleconferenced fewer times in 2011 than in 2010, due in part to committee membership turnover. Thanks to the outgoing members for their contributions, Stephen Shaw, Ph.D., R.D.Psych., Michelle Shaw, Ph.D., R.D.Psych., Judy Pope, M.Ed., R.Psych., and to the new member for agreeing to participate, Ellen Legault, Ph.D., R.D.Psych.

Completed: The Committee was set with eight tasks. The majority of these tasks were broad in scope (e.g., submit recommendations to Executive Council with regard to any actions it feels are necessary with regard to privacy issues). The Committee has completed several of these tasks, and made contributions to the others. The most salient results: resolved the issue of a shared complaint process with the Privacy Commissioner's office – no shared process is possible; building capacity within the college of a "go to" person with expertise in privacy matters – the Committee has recommended Executive Council consider creating a group of practice advisors to fulfill this role.

The Committee recommended members have a designated professional executor, and also consider developing a professional will, which Executive Council enacted this past year.

In progress: The Committee is developing a list of privacy-relevant legislation to serve as a resource for members. The Committee is developing an advisory for creating consent forms that respect privacy legislation and practice guidelines. The Committee is working on a practice advisory for releasing records, test data and test protocols.

Highlights/Concerns: The Committee will be seeking direction from Executive Council to help focus its remaining mandate to a mutually satisfying conclusion.

Recommendations for next year: The Committee plans to propose a list of privacy-relevant legislation as a member resource. The Committee plans to propose an advisory regarding procedures for securing consent to gather and distribute health information. The Committee plans to recommend an advisory for Executive Council's consideration pertaining to the release of client records, test data and test protocols.

Financial status: Annual Expenditure \$274

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

UNIVERSITY OF SASKATCHEWAN SENATE REPRESENTATIVE

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

Meetings held: Senate meetings are held twice a year. The representative also participated in various meetings and activities such as being a member of the Senate Executive Committee, the Non-academic Student Discipline and Appeals Board, and a task force responsible for the review and updating of the student discipline process.

Highlights/Concerns: The President of the University of Saskatchewan views the Senate as the University's window into the community, and the community's window into the University. Many professional colleges are represented on the Senate and afforded the opportunity to discuss and have input into the direction of the University. Active participation on the Senate promotes and maintains the College's visibility and status as a major professional body within the Province.

Recommendations for next year: None

Financial status: Annual Expenditure \$0

Respectfully submitted by:
Greg Stevens, Ph.D., R.D. Psych.

SASKATCHEWAN PARTNERSHIP FOR CHILDREN AND YOUTH

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

Meetings held: One meeting, April 26, 2011 plus several telephone consultations.

Items addressed:

Completed: The Ministry of Social Services provided an update to the group on progress following the release of the Provincial Child Welfare Review report in December 2010. The development of a Saskatchewan Child and Youth agenda was discussed. It was agreed that further discussion was needed.

In progress: This group was relatively inactive in 2011. A meeting has been scheduled for March 2012 to review our goals and purpose.

Highlights/Concerns: The Partnership is a coalition of provincially based service providers, researchers, representatives of professional bodies and others.

Recommendations for next year: Continued representation of the College is recommended for at least one more year. I sincerely appreciate the opportunity to participate in this Partnership as a representative of the College.

Financial status: Annual Expenditure \$0

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

LEGISLATION AND BYLAWS COMMITTEE

The Legislation and Bylaws Committee has been inactive this past year.

Financial status: Annual Expenditure \$0

Respectfully submitted by:
Laurie Garcea, M.Ed., R.Psych.
Chair, Legislation and Bylaws Committee

PUBLIC REPRESENTATIVES

Members: Three public representatives have been appointed by Order-in-Council of the Government of Saskatchewan to represent the views of the public. Two of the representatives, Joan Dudgeon and Gordon Glaicar, will complete their term this year. Marion McKenzie will continue her term.

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

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

Financial Status: Annual Expenditure \$0

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