

Manitoba Psychologist

THE PSYCHOLOGICAL ASSOCIATION OF MANITOBA /
L'ASSOCIATION DES PSYCHOLOGUES DU MANITOBA

P.A.M. is legally constituted by the Psychologists Registration Act (R.S.M. 1987) as the regulatory body for the practice of all branches of Psychology in Manitoba.

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From the Registrar:

*Alan Slusky, Ph.D., C. Psych.,
Psychological Association of Manitoba*

Once again I am pleased to be given an opportunity to bring P.A.M. registrants up to date on what I and P.A.M. Council have been doing on the local, national, and international fronts. As Summer (and hopefully the warm weather) approaches, many of us are thinking about slowing down and taking some time away from work. Your Executive Council and I however have been quite busy over the past year and the next few months promise more of the same. As always please feel free to contact any members of your Executive Council or myself with

questions about any of the activities in which we have been involved.

Many of you attended the P.A.M. Annual General Meeting on April 23, 2013, held at the Greenwood Inn. Attendance at this year's AGM was excellent, with over 70 members. As always this meeting provided an opportunity to mingle with colleagues and meet some of the new P.A.M. registrants in attendance. This year marked the second AGM without a

formal speaker. Feedback from many of those in attendance was that they appreciated the less formal agenda; others expressed a desire for something more substantive in meetings to come. As such, I would invite you to contact Executive Council or me with your ideas around who to invite to speak at next year's AGM or how to add an educational component to our annual meeting. In the past we have had members of government, from the departments of Health as well as Labour and Immigration (Office of the Manitoba Fairness Commissioner) come and speak to us about recent developments in their departments. We have also had speakers on topics such as disciplinary proceedings, the Personal Health Information Act, and the Regulated Health Professions Act. Members are encouraged to bring forth their ideas for future meetings.

This past Winter also saw the launch of P.A.M.'s Code of Conduct: the Code is now available on the P.A.M. website. Thank you to all those P.A.M. registrants who took time to share their thoughts and comments on the draft code which was available for feedback. Since launching the Code of Conduct, we have had further feedback and adjusted the document accordingly. This serves to highlight the "living nature" of the Code and the receptivity of your Council to further thoughts on its evolution. Please bear in mind that this Code of Conduct is binding upon all P.A.M. registrants and you are therefore strongly encouraged to review it and to contact us with any questions or concerns you may have.

This year marked the second year that P.A.M. registrants could renew their registrations online through the RIMS system. Once again almost 90% of you chose to use the online renewal system and feedback on the changes made over the last year have been uniformly

positive. The system now works in a more seamless fashion to accept your payment and process your receipt and validation. There have also been some minor changes to the continuing education online form to make it easier to enter multiple events. As many of you have noted there is still no way to enter multiple dates for continuing education events that take place over more than one day. I have been told by our IT support

Feedback from many of those in attendance (at our recent AGM) was that they appreciated the less formal agenda; others expressed a desire for something more substantive in meetings to come. As such, I would invite you to contact Executive Council or me with your ideas around who to invite to speak at next year's AGM or how to add an educational component to our annual meeting.

staff that the database as it is configured simply won't allow for this and I therefore encourage you to enter the first date of a multiple date event in the CE form, and as always retain your original certificates of attendance should you be asked to provide these in the case of an audit.

Various P.A.M. council members and I have attended national and international regulatory meetings. On the national front the Association of Canadian Psychology Regulatory Organizations (ACPRO) has been busy examining ways to minimize inter-provincial differences in registration requirements across the country. A recent project on substantial equivalency was undertaken by ACPRO and facilitated by Dr. Janet Strayer, of

Simon Fraser University. A special meeting of ACPRO was held in Montreal this past February to discuss the results of this study and to review the different ways provincial Psychology regulators evaluate applicants who come from non-accredited training programs. The outcome of this project and subsequent discussion was a Motion affirming ACPRO's resolve to work even more diligently towards the development of a national standard for licensure in psychology. As many of you know, recent changes to the Agreement on Internal Trade have challenged Canadian psychology regulators to rethink the paradigms used to license Psychologists in this country. In June ACPRO will meet again in Quebec City (where the original Mutual Recognition Agreement was signed in 2001) to begin work on what is hoped will be an eventual national standard for licensure. I will, through this column and future Town Hall Meetings, keep P.A.M. membership apprised of progress in this area.

On the international front I continue to attend regular meetings of the Association of State and Provincial Psychology Boards (ASPPB). Initiatives undertaken with this organization, that have local relevance, include efforts to create a national mechanism for the provision of telepsychology services, as well as ongoing review of the ways North American jurisdictions license Behaviour Analysts. Both of these two issues have been topics of extensive discussion on a local level. ACPRO recently adopted a set of Canadian telepsychology standards (available on the P.A.M. website) and these were of great benefit to the ASPPB task force in its work to create international standards and a mechanism to facilitate this type of practice. It is anticipated that in the next few months, a national credential for telepsychology practice (between jurisdictions that agree

to recognize this “passport”) may be offered by ASPPB and I will bring members up to date once further information is available. With respect to Behaviour Analysts, I have been privileged to serve on an ASPPB task force over the past year, reviewing the ways many Canadian and American jurisdictions regulate Behaviour Analysts. This is an area of rapid professional growth, but is still in relative regulatory infancy (particularly in Canada). As a result there are many and varied ways of regulating this area of practice. As you may be aware, P.A.M. recently created an area of practice for Applied Behaviour Analysis. In keeping with our roster based approach we will, under the

RHPA, be moving towards the creation of an ABA roster with its own unique scope of practice, education and training requirements, and requirements for examination. P.A.M. council has been working with the Manitoba Association of Behaviour Analysis to “fine tune” this roster and our work here in Manitoba has served to inform the work of the ASPPB task force. I would encourage P.A.M. members to visit the ASPPB website on a regular basis for useful information around the licensure of psychology in North America broadly, and the issue of regulating ABA’s, more specifically.

The above is an attempt to capture some of the larger projects being undertaken on

both local and broader levels. This is of course in addition to the everyday work of registering new applicants, upholding the high standards of practice for Psychology in Manitoba, and dealing with concerns of the public around P.A.M. registrants’ practice. As always I would strongly encourage P.A.M. members to contact the P.A.M. office with any questions they have regarding our work or to express interest in becoming involved themselves in the work of the association.

I wish you all a warm and healthy summer!



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1. chief administrative official responsible for maintaining legal registers of, and appropriate information about, P.A.M. Members
2. person responsible for providing information as required by the Provincial Minister
3. first point of contact for members of the public seeking information about psychology in Manitoba, or who are concerned about the actions of a P.A.M. member

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Protect your Protected Titles

by Richard Steinecke, LL.B.

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Almost all regulatory bodies are provincial. Almost all statutory regulatory bodies have protected titles that non-members cannot use. Can the protection of those titles be compromised by organizations obtaining federal trade mark protection for the same words?

In a Federal Court case released earlier this month, the answer is no. However, provincial regulators are well advised, in light of this decision, to obtain federal "official mark" protection for their protected titles.

The case involved a dispute between the regulatory body for traditional Chinese medicine practitioners in British Columbia and a body that accredited schools training students in acupuncture and traditional Chinese medicine. The accrediting body, which called itself the Council of Natural Medicine College of Canada, purported to trade mark a number of terms including D.T.C.N. (Doctor of Traditional Chinese Medicine).

The accrediting body also made statements implying that its federal trade mark status enabled graduates to practice the profession. The Court was critical of these assertions:

There is, of course, a vast legal distinction between the right to use a trade-mark and the right to practice a regulated trade or profession. The promotional literature, through the close juxtaposition and interlineation of the language "federally licensed", "federally registered" and "Government of Canada" between the name of the Council and its trade-marks, obfuscated otherwise legally discrete domains. As will be described, individuals enrolled in the Council's program and

paid tuition only to find that, upon graduation, they had no right to practice acupuncture and TCM in British Columbia.

In an earlier decision (found at 2009 FC 1110) the regulatory College had obtained an injunction preventing the accrediting Council from using the protected titles or from asserting federal trade mark / official mark status for those terms. The Court held that the terms were descriptive words and not distinctive commercial brands. In doing so the Court also said that the accrediting Council had acted in a misleading manner.

The current litigation was an attempt by the accrediting Council to challenge the validity of the regulatory Colleges official marks. If successful, the accrediting Council would have been in a position to argue that provincial regulatory bodies could be limited in their protection of professional designations in at least some circumstances. The Court rejected all of the arguments of the accrediting Council and held that the regulatory College was entitled to supplement its provincial protection of such titles and designations by obtaining federal official mark provisions.

(T)he Court rejected the argument that the federal trade mark/official mark authority should be interpreted narrowly so that it did not apply to titles protected by provincial legislation authorizing professional or industry regulation.

Some of the arguments rejected were fairly technical. For example, the Court rejected the arguments that a provincial regulatory body is not a public authority entitled to register official marks. The Court also dismissed the submission that the regulatory body's prior use of the terms for the purpose of registering an official mark was improper.

More substantively, the Court rejected the argument that the federal trade mark/ official mark authority should be

interpreted narrowly so that it did not apply to titles protected by provincial legislation authorizing professional or industry regulation. The rejection of this argument means that regulators should consider registering their protected titles as official marks to prevent organizations, like this accrediting body, from asserting ownership of the designations. While the risk is not huge (because many professional designations are terms of common commercial usage which cannot be trademarked), it would be prudent to obtain this protection, particularly for relatively new or unique terms.

The Court also found that the freedom of expression provisions in the Canadian Charter of Rights and Freedoms

did not prevent the regulatory College from obtaining official mark protections for its designations.

The Council of Natural Medicine College of Canada v. College of Traditional Chinese Medicine Practitioners and Acupuncturists of British Columbia, 2013 FC 287 case can be found at www.canlii.org.



Lifelong Learning: *An ethical responsibility for all psychologists* *By Dr. Melba J.T. Vasquez*

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Monitor on Psychology is a publication of the American Psychological Association.



Dr. Melba J.Y. Vasquez

How long does it take before half the psychological knowledge you hold in your area of specialization becomes obsolete? Estimates range from five to six years, according to participants at APA's 2010 Education Leadership Conference. What's more, scientific knowledge about best care takes an average of 17 years to be applied broadly and systematically in actual clinical practice, according to the

Institute of Medicine. I wish all of you could have been at the conference to be infused with motivation and insight about the importance of lifelong learning, but for those of you who couldn't, here are some highlights.

Presenters emphasized that it is our ethical responsibility to maintain competence in all our work as researchers, educators and/or practitioners through lifelong learning. To that end, the conference featured science that showcased the best ways to learn, detailed better continuing-education (CE) options and underscored the reality that we spend more time in lifelong learning than in preparation for our careers.

The particular activities that comprise lifelong learning range widely, partly based on specialization. Researchers who need to stay abreast of new methodologies as well as findings may

do so by reviewing journal manuscripts, attending APA's Advanced Training Institutes and going to various conferences. Educators may benefit from those activities and also from tapping centers for teaching and learning available on campuses.

Practitioners can also review the literature, as well as attend CE programs and workshops.

CE programs work, but the research base on their effectiveness is not yet strong enough in psychology, according to ELC presenters. That's because most evaluation is based on participant satisfaction, and psychologists tend to resist being evaluated on whether they have learned something, they said. Alternative models of CE include tailoring education to learners' needs, and presenters suggested using case-based learning, high or low-fidelity simulations, enhanced participant

interaction, and “point-of-service” learning, all of which are designed to promote optimal learning. Learners have little tolerance for overly complex or boring materials, reported researchers, yet true learning requires effort and “hurts the brain.” To facilitate effective learning, presenters suggested spacing instruction over time, interweaving problem-solving exercises, combining graphics and verbal descriptions, integrating abstract concepts and concrete examples, and asking deep questions (e.g., “why?”, “how?” or “how come?”, rather than simple descriptive questions (e.g., “who?”, “what?”, “when?” or “where?”).

Of course, a commitment to lifelong learning needs to take into account the changing world in which we live. Multicultural experts have pointed to changing demographics in the United States, and suggest that psychology must make substantive revisions in its curriculum, training, research and practice to address issues of race and

ethnicity, culture, gender and sexual orientation.

Indeed, according to data compiled in 2008 by the APA Center for Workforce Studies, 86 percent of APA members and 92 percent of early career professionals who practice serve racial/ethnic minorities. To maintain minimal competency in working with these diverse populations, we must understand the cultural context of these populations, be aware of potential bias in our practices and be familiar with culturally adapted treatments.

APA is working to promote a variety of ways to help psychologists to continue to acquire knowledge in a more current, broad and systematic manner. One major project is the development of clinical treatment guidelines, which are designed to expand the translation of psychological science into evidence-based practice. This will involve a review of the research evidence in support of a well-defined area of

psychological treatment and provide ongoing guidance to the practitioner in translating the evidence into practice. As this initiative evolves, APA will form guideline writing groups — under the guidance of the Advisory Steering Committee — and guidelines will be promulgated, subject to the review and approval of appropriate boards and committees within APA’s governance. New evolving strategies for our APA conventions will also allow for the dissemination and application of new knowledge.

We all must maintain the ability to learn how to learn, be able to adapt to change and access new knowledge to improve our competencies and performance. The goal is to constantly recharge our batteries to motivate self-renewal. Keeping abreast of new knowledge, skills and relevant attitudes is an important strategy for us all.



2013 Continuing Education Audit

The P.A.M. CE Committee has now begun the process of auditing of the claims of a percentage of P.A.M.’s membership. Members are chosen at random for audit of their Continuing Education claims from the previous year.

Members included in the audit are being asked to gather together original certificates and other original documents that serve to verify their attendance at, or participation in, events listed on the CE report they submitted with their recent registration renewal, and to forward these to Dr. Jane Bow, Chair of P.A.M.’s CE Committee.

For more information about P.A.M. CE requirements, visit the P.A.M. website (www.cpmc.ca) and click the Description and FAQ link under “Continuing Education”.

Special Section

2013 ANNUAL GENERAL MEETING

The 2013 Annual General Meeting of The Psychological Association of Manitoba was Tuesday, April 23, 2013 at the Greenwood Inn in Winnipeg. Following an opening reception, Dr. John Arnett, P.A.M. President called the meeting to order, and allied organizations—the Manitoba Psychological Society and Manitoba Association of School Psychologists—brought greetings.

Reports to the AGM continue to page 17.



President's Report

*John L. Arnett, Ph.D., C. Psych.
Psychological Association of Manitoba*

This past year the P.A.M. Executive Council has worked very hard and accomplished a great deal on behalf of Association in relation to the regulation of psychology in Manitoba. Thus I want

to personally express my appreciation to my Council colleagues for their extraordinary contributions during the past year. At this time, I want to recognize the following Council members: Drs. Neal Anderson, Grace Tan-Harland, Bruce Hutchison, Andrea Kilgour, Jennifer LaForce, and Miroslaw Grygo. In September 2012, following the resignation of Dr. Andrea Kilgour from Council, Dr. Donna Chubaty joined Council and got up to speed very quickly and has contributed enormously since that time. I also want to express my sincere appreciation to our Registrar, Dr. Alan Slusky, for always being abreast of psychology developments internationally, nationally, and in Manitoba and applying this knowledge with great skill and judgment to provide wise and practical advice to P.A.M. Executive Council. I also want to express my sincere appreciation to P.A.M.'s excellent legal team; Mr. Ted Bock from Aikins, McAulay & Thorvaldson LLP

who provides excellent legal advice to the P.A.M. Executive Council and to Mr. Blair Graham from Thompson, Dorfman, & Sweatman LLP who has contributed over many years to the important work of the Complaints Committee, which, as you know, is a crucial Committee in the maintenance of professional self-regulation of the discipline. As all of you well know, the success of any organization depends significantly on the good work of administrative staff. P.A.M. is also very appreciative of the work of the administrative staff who contribute a great deal to the success and effectiveness of the Association. Ms. Lorna Leader has served as the Assistant to the Complaints Committee and Ms. Shirley Nicholson has provided bookkeeping services to the Association.

The majority of P.A.M.'s work is carried out by non-paid Manitoba psychologists and lay individuals who generously give

their time and effort by serving on the various P.A.M. Committees. I want to express my sincere appreciation and acknowledge the significant contributions of the following individuals for their work on these Committees:

- Registration and Membership Committee: Drs. Donna Chubaty (Chair), Andrea Kilgour, Hal Wallbridge, William Davis, Kent Somers, and Graham Watson;
- Complaints Committee: Drs. Michael Stambrook (Chair), Daryl Gill, Gail Robertson, Bruce Tefft, Greg Tkachuk, Geri Brousseau Ms. Sandra Hayhow, Dr. Neil Arnason (Public Member), Ms. Val Stanowski (Public Member), and Mr. Herb Thompson (Public Member);
- Inquiry Committee: Drs. James Newton (Chair), Robert Martin, Michelle Warren, Linda Trigg, Diane Hiebert-Murphy, James Ediger, Mr. George Webster (Public member),
- Dr. Neil Craton (Public Member), and Mr. Ian Hughes (Public Member);
- Examinations Committee: Dr. Naomi Berger (Chair), Drs. Carey Mintz, Michael Burdz, and James Ediger;
- Publications Committee: Drs. Neal Anderson (Chair), Morry A. Schwartz, and Alan Slusky;
- Standards Committee: Drs. Neal Anderson (Chair) and Gary Shady;
 - Continuing Education (Subcommittee of Standards): Drs. Jane Bow (Chair) and Don Stewart;
 - Jurisprudence (Subcommittee of Standards): Drs. Hal Wallbridge (Chair), Lesley Graff, and Alan Slusky;
- Legislative Review Committee: Drs. Jay Brolund (Chair), Michael

Stambrook, Alan Slusky, and John Arnett (ex-officio).

The P.A.M. Executive Council and the Registrar attended to the many aspects of operating the Association during the past year, including, but certainly not limited to, the following:

- Maintaining P.A.M.'s administrative office;
- Seeking formal office space for the Association;
- Budgeting and maintaining P.A.M.'s financial integrity;
- Arranging for the Association's financial audit;
- Reviewing and processing registration and re-registration membership applications;
- Publishing P.A.M. Newsletters;
- Planning and arranging Town Hall meetings;
- Recruiting for vacancies on the various Committees;
- Maintaining contact and open communication with government and other psychology regulatory organizations;
- Regularly attending meetings of the regulated health professions;
- Attending to requests for information and complaints from the general public and Members of the Association;
- Attending meetings with the Office of the Manitoba Fairness Commissioner;
- Working with the various P.A.M. Committees;
- Reviewing Appeals made by individuals of decisions rendered by the Complaints Committee;
- Attending to Standards issues, particularly with regard to reported violations of the Psychologists Registration Act;
- Planning for Psychology's inclusion in Manitoba's Regulated Health Professions Act (RHPA);
- Attending and representing P.A.M. at meetings of the

Association of State and Provincial Psychology Boards (ASPPB);

- Attending and participating in meetings of the Association of Canadian Psychology Regulatory Organizations (ACPRO) regarding psychology regulation in Canada.

The above activities represent some of the highlights of the activities of P.A.M. throughout the year. This work requires a significant amount of time and effort by the Registrar, staff, and the Executive Council, which, on average, met every second week over the past year.

The Roster system of regulating the practice of psychology in Manitoba is now widely regarded by P.A.M. registrants as being a fair way to proceed with psychology regulation. There is also little doubt that this new approach to regulation has facilitated discussion with and inclusion of groups of psychologists that had previously been excluded from P.A.M. registration. While the previous regulatory system theoretically provided the opportunity for P.A.M. to enroll nonclinical and non-counseling psychologists, the clinico-centric focus of the system practically excluded large numbers of psychologists from registering. As noted in my President's Report last year, the Roster approach to professional regulation will, of course, have to be approved by government. However, this is not expected to be a major problem as the Regulated Health Professions Act (RHPA) provides for different categories of registrants.

P.A.M.'s discussion with the **Manitoba Association of School Psychologists (M.A.S.P.)** is in the critical final stage and we will know very soon whether we have been able to reach consensus on the remaining outstanding issue related to practice experience supervision of school psychologist candidates. If we

successfully reach consensus we will approach government for instructions on the next steps required to implement the agreement. P.A.M. and M.A.S.P. have agreed on the “grand-parenting” provisions that will ensure that significant numbers of currently practicing school psychologists will be eligible for registration. We have also agreed that non-grand-parented school psychologist applicants for registration will be required to have earned at least a Master’s Degree in either Psychology or School Psychology at an accredited educational institution,

obtained permanent certification as a school psychologist by Manitoba Education, and successfully completed the Examination for Professional Practice in Psychology (EPPP), the jurisprudence examination, and an oral examination. Candidates for registration will also have to provide satisfactory Child Abuse Registry and Criminal Records Check

documentation. The required supervised practice experience (half of which is obtained following Manitoba Education certification as a school psychologist) is the one remaining outstanding issue. At the outset of negotiations between P.A.M. and MASP it was clearly understood that consensus on all issues was required or the entire agreement would be set aside. Much progress has been achieved after nearly 30 years of discussion and hopefully consensus will be achieved so that school psychologists may join the psychology regulatory community in the near future.

I am also very pleased to report that discussions with the **Manitoba Association for Behaviour Analysis (MABA)** have been very productive and have led to agreement on the key regulatory issues related to title as well as the educational, supervision, and

examination requirements for registration.

Regarding nomenclature, the titles Registered Applied Behaviour Analysis Psychologist and Registered Applied Behaviour Analysis Psychological Associate have been adopted in this Roster area.

There has been agreement on matters related to the Scope of Practice of applied behavioural analysis psychology which states that:

If we successfully reach consensus we will approach government for instructions on the next steps required to implement the agreement... Much progress has been achieved after nearly 30 years of discussion and hopefully consensus will be achieved so that school psychologists may join the psychology regulatory community in the near future.

“The scope of practice of applied behaviour-analysis psychology involves the application of the principles, methods, and procedures of the experimental analysis of behaviour and applied behaviour analysis (including principles of operant and respondent learning) to assess and improve personally and socially important human behaviours. It applies these principles, methods, and procedures to:

- (a) The design, implementation, evaluation, and modification of treatment programs to change behaviour (verbal, non-verbal, private and public behaviour) of individuals;
- (b) The design, implementation, evaluation, and modification of treatment programs to change behaviour of groups; and,

- (c) During consultation aimed at building the self-help capacity of individuals and organizations.

Qualifying educational, examination, and supervision requirements have also been agreed to and include the following for the **Applied Behaviour Analysis (ABA) Roster**:

I. The standards to qualify for the designation of **Registered Applied Behavioural Analysis Psychologist** include the following:

Receipt of a Doctoral degree from a recognized educational program that meets the following requirements:

1. Demonstrated competence through undergraduate and/or graduate coursework in ethics, research design, quantitative methodology, and in the five core content areas of psychology (Minimum course load in each area to

be defined).

- Biological bases of behaviour (e.g. physiological psychology, comparative psychology, neuropsychology, psychopharmacology);
- Cognitive-affective bases of behaviour (e.g. learning, sensation, perception, cognition, thinking, motivation, emotion);
- Social bases of behaviour (e.g. social psychology, cultural, ethnic and group processes, sex roles, organizational and systems theory);
- Individual behaviour (e.g. personality theory, human development, individual differences, abnormal psychology);
- Historical and scientific foundations of general psychology.

The educational program must also involve at least one continuous academic year of full time residency at the university/institution at which the degree is granted and involve training by (predominantly) Licensed Psychologists.

2. Demonstrated competence in applied behaviour analysis through graduate coursework as follows:

- Coursework will be composed of no less than five 3-credit hour (or equivalent) courses in applied behaviour analysis, and practica, thesis, and candidacy exam which are behaviour analytic in content, offered by the recognized educational program.

3. The successful completion of an approved practicum or supervised experience in the practice of applied behaviour analysis, totaling at least 3000 hours of professional experience over a period of not less than two calendar years, of which at least 200 hours are in direct 1:1 supervision contact with the supervisor. To qualify for registration as a psychologist an applicant must have at least two years of full time supervised professional experience in the practice of psychology, during which period he or she was engaged in the provision of services in the area of Applied Behaviour Analysis. One of the two years of supervised professional experience may have occurred at the pre-doctoral stage of the applicant's career. The supervision referred to in this section must have been direct and continual supervision and must have been conducted (a) in accordance with the rules, regulations and guidelines of the Psychological Association of Manitoba

pertaining to the supervision of psychological associates, psychological candidates and non-registered persons; and (b) by a person who, at the time the supervision was provided, was registered as a Registered Applied Behavioural Psychologist by the Association or registered to practice psychology independently in another jurisdiction with established expertise in applied behaviour analysis.

4. The successful completion of the EPPP according to criteria defined by ASPPB

(D)iscussions with the Manitoba Association for Behaviour Analysis (MABA) have been very productive and have led to agreement on the key regulatory issues related to title as well as the educational, supervision, and examination requirements for registration.

and the Psychological Association of Manitoba.

5. The successful completion of a Jurisprudence examination and an oral examination.

6. Provision of satisfactory Child Abuse Registry and Criminal Records Check documentation.

II. The standards to qualify for the designation of **Registered Applied Behavioural Analysis Psychological Associate (Independent Practice)** include:

A **Masters degree** from a recognized educational program that meets the following requirements:

1. Demonstrated competence through undergraduate and/or graduate

coursework in ethics, research design, quantitative methodology, and in the five core content areas of psychology (Minimum course load in each area to be defined).

- Biological bases of behaviour (e.g. physiological psychology, comparative psychology, neuropsychology, psychopharmacology);
- Cognitive-affective bases of behaviour (e.g. learning, sensation, perception, cognition, thinking, motivation, emotion);
- Social bases of behaviour (e.g. social psychology, cultural, ethnic and group processes, sex roles, organizational and systems theory);
- Individual behaviour (e.g. personality theory, human development, individual differences, abnormal psychology);
- Historical and scientific foundations of general psychology.

The educational program must also involve at least one continuous academic year of full time residency at the university/institution at which the degree is granted and involve training by (predominantly) Licensed Psychologists.

2. Demonstrated competence in applied behaviour analysis through graduate coursework as follows:

- Coursework will be composed of no less than five 3-credit hour (or equivalent) courses in applied behaviour analysis, practica and a thesis development course which are behaviour analytic in content, offered by the recognized educational program.

3. The successful completion of an approved practicum or supervised experience in the practice of applied

behaviour analysis, totaling at least 6,000 hours of professional experience over a period of not less than four calendar years, of which at least 400 hours are in direct 1:1 supervision contact with the supervisor. The supervisor must, at the time the supervision was provided, be registered as a Registered Applied Behavioural Analysis Psychologist by the Psychological Association of Manitoba or registered to practice psychology independently in another jurisdiction.

For registration as a Behavioural Analysis Psychological Associate, an applicant must have at least two years of full-time supervised professional experience providing psychological services in the area of applied behaviour analysis. The experience referred to in this section must have occurred after the applicant received his or her graduate degree. Council may, in its discretion, determine that experience which occurred before the applicant received his or her graduate degree is acceptable for the purposes of registration.

4. The successful completion of the EPPP according to criteria defined by the Psychological Association of Manitoba.

5. The successful completion of a Jurisprudence examination and an oral examination.

6. Provision of satisfactory Child Abuse Registry and Criminal Records Check documentation.

III. The standards to qualify for the designation of **Registered Applied Behavioural Analysis Psychological Associate** include:

A **Masters degree** from a recognized educational program that meets the following requirements:

1. Demonstrated competence through undergraduate and/or graduate coursework in ethics, research design, quantitative methodology, and in the five core content areas of psychology (Minimum course load in each area to be defined).

- Biological bases of behaviour (e.g. physiological psychology, comparative psychology, neuropsychology, psychopharmacology);
- Cognitive-affective bases of behaviour (e.g. learning, sensation, perception, cognition, thinking, motivation, emotion);
- Social bases of behaviour (e.g. social psychology, cultural, ethnic and group processes, sex roles,

organizational and systems theory);

- Individual behaviour (e.g. personality theory, human development, individual differences, abnormal psychology);
- Historical and scientific foundations of general psychology.

The educational program must also involve at least one continuous academic year of full time residency at the university/institution at which the degree is granted and involve training by (predominantly) Licensed Psychologists.

2. Demonstrated competence in applied behaviour analysis through graduate coursework as follows:

- Coursework will be composed of no less than five 3-credit hour (or equivalent) courses in applied behaviour analysis, practica and a thesis development course which are behaviour analytic in content, offered by the recognized educational program.

3. The successful completion of an approved practicum or supervised experience in the practice of applied behaviour analysis, totaling at least 3,000 hours of professional experience over a period of not less than two calendar

Identify yourself as a P.A.M. Registrant—"C.Psych.," "C.Psych. (Candidate)," "P.A. (I.P.)," "P.A. (S.P.)," or "P.A. (Candidate)"—in all professional materials (reports, correspondence, advertisements, etc.).

These few letters after your name communicate your regulatory standing to members of the public and to other psychologists. They say that you have met P.A.M.'s rigorous professional entry requirements and that you participate in ongoing update and improvement of your knowledge and skills. These letters say that you are required by law to deliver professional services competently and ethically, and that you are accountable to the public, through P.A.M., for your professional behaviour and activities.

years, of which at least 200 hours are in direct 1:1 supervision contact with the supervisor. The supervisor must, at the time the supervision was provided, be registered as a Registered Applied Behavioural Analysis Psychologist by the Psychological Association of Manitoba or registered to practice psychology independently in another jurisdiction.

For registration as a Behavioural Analysis Psychological Associate, an applicant must have at least two years of full-time supervised professional experience providing psychological services in the area of applied behaviour analysis. The experience referred to in this section must have occurred after the applicant received his or her graduate degree. Council may, in its discretion, determine that experience which occurred before the applicant received his or her graduate degree is acceptable for the purposes of registration.

4. Provision of satisfactory Child Abuse Registry and Criminal Records Check documentation.

For three (3) years following the implementation of the above membership requirements a grandparenting provision will be in place for ABA registrants to ensure that the ABA Roster and current registration requirements will be in force. In addition, students currently enrolled in the ABA Ph.D. program at the University of Manitoba who meet its current academic requirements will be registered upon graduation from the program without additional requirements except for a history and systems course and professional ethics courses.

The recently distributed Code of Conduct that is intended to guide and assist registrants with regard to the Association's expectations regarding appropriate courses of action to follow in a variety of circumstances was based on the Code of Conduct initially developed by the British Columbia College of Psychologists. Following its receipt by

P.A.M., a committee of three Manitoba psychologists (Drs. Bill Leonhart, Bob McIlwraith, Don Stewart) and the Registrar (Dr. Alan Slusky) carefully reviewed and revised the British Columbia document for use in Manitoba. Other documents reviewed in this process included the ASPPB and APA Codes of Conduct, along with the CPA Guidelines for Providers of Psychological Services. The revised document was then reviewed and further revised by P.A.M.'s Complaints Committee. Following these reviews P.A.M.'s Executive Council carefully reviewed and revised the document over a period of nearly 20 hours of discussion before it was released to the membership for review and comment. Following registrant feedback that concluded on February 15, 2013 the Code of Conduct was further revised prior to its recent release. Considering the very comprehensive review process followed, P.A.M. believes that the Code of Conduct provides a very good current guide for P.A.M. registrants. However, P.A.M. also recognizes that times change and thus the Code of Conduct will be reviewed periodically to ensure that it remains current. Also, P.A.M. invites registrants to bring issues related to the Code to P.A.M.'s attention so that the Code may be maintained as a "living" and relevant document.

As I mentioned last year, the Manitoba Association of Marriage and Family Therapists (MAMFT) approached P.A.M. regarding possible regulation by P.A.M. of Manitoba's marriage and family therapists. After careful consideration and meeting with members of MAMFT, P.A.M. Executive Council decided to decline further consideration of regulating Marriage and Family Therapy at this time. While respecting the education, training, competence, and professionalism of the membership of the MAMFT, it was felt that with the extensive work required in relation to the inclusion of psychology in the Regulated Health Professions Act (RHPA), P.A.M. was not in a position to further pursue

such a regulatory commitment at this time.

As you know, P.A.M. Executive Council transferred the Association's accounts from the Royal Bank of Canada to the Steinbach Credit Union (SCU) last year as SCU offered lower service fees and higher interest rates on Association accounts. As you will remember, the security of the Association's accounts is 100% protected by the Deposit Guarantee Corporation of Manitoba which actually affords better protection than does the Canadian Deposit Insurance Corporation (CDIC) that protects commercial bank accounts in Canada, including those of the Royal Bank.

This change has been a tremendous success with the Association earning more interest on its accounts than ever before. In addition, the service that the Association has received and the relative ease of banking has been significantly better compared to the past.

The work required of P.A.M. this past year to meet the requirements of the Office of the Manitoba Fairness Commissioner (OMFC) has been extensive and very time consuming. Recently, P.A.M. participated in an extensive review, documentation, and face-to-face meetings with staff from the OMFC with regard to P.A.M.'s registration practices and policies related to the fairness standards and criteria for the assessment and recognition of internationally earned qualifications. As you know, the median age of the Canadian population has been maintained at a relatively younger age than would otherwise be the case through immigration to Canada of relatively young individuals from other countries around the world. Many of these immigrants are professionals trained in their home countries who wish to practice their professions when they immigrate to Canada. The OMFC seeks to ensure that unreasonable and unfair barriers that prevent competent

foreign trained individuals from pursuing their professions are removed. Thus the work of the OMFC is important but nevertheless very time consuming for P.A.M. The recent review of P.A.M. policies and practices by the OMFC indicated that P.A.M. was generally in compliance the OMFC Standards. In this general context, the Association of Canadian Psychology Regulatory Organizations (ACPRO) has received government funding to evaluate the matter of "substantial equivalence" of credentials for the registration of applicants from non-Canadian countries or non-psychology programs. P.A.M. has actively participated in this study.

Manitoba Health has indicated that the Manitoba government plans to remove the exemptions currently in place that permit hospitals, schools, and government agencies to designate individuals as "psychologists" even though they may not meet the requirements for P.A.M. membership/registration that presently governs the use of the title "psychologist" for all other individuals in the context of the Psychologists Registration Act. This decision has necessitated a careful review of the impact that such an action would have on government departments that have used the exemption. In addition to communicating with Manitoba Education on matters related to school psychology, P.A.M. has met with representatives from the Manitoba Departments of Justice and Family Services that would be impacted by such a change. In general, the impact is regarded as relatively easily managed at this point in time without a significant negative impact on individuals currently employed in those departments, or the Manitobans they serve.

As you are well aware, P.A.M. has launched a new website in an effort to improve the ability of visitors to navigate the website. As always, the Association is always pleased to receive your suggestions for further improvements of the website. The last Newsletter outline many factors related to the

implementation of personal wills that are required by the Code of Conduct. Your feedback, experiences, and suggestions in this area that could be communicated through P.A.M. to assist other registrants would be much appreciated.

In closing, I want to sincerely thank my P.A.M. Executive Council colleagues and the psychologists and lay members of the various P.A.M. Committees for their hard work and dedication to the Association over this past year. Without you, P.A.M. would not be able to continue to function as an effective regulator and the government designated self-regulation of Manitoba psychology would simply not be possible.

Treasurer's Report for Fiscal Year 2010

*Grace Tan-Harland, Ph.D., C.Psych.
Psychological Association of Manitoba*

I am happy once again to be reporting to the P.A.M. membership, on the fiscal status of the association. I am pleased to report a surplus for our Association for the fiscal year 2012. Council has therefore once again maintained membership fees at the same rates. As indicated in the Profit & Loss statement, our total expenditures for 2012 stood at just under \$156,000 with a surplus of almost \$55,000.

The 2013 budget is presented in the document entitled Financial Statement 2012 and Budget 2013 posted on our website along with the Profit & Loss. The Balance Sheet for 2012 has not been posted but is available upon request to those members who wish to review it. Historically, the Association's largest budgeted expenditure has been that of legal costs related to dealing with complaints. Although these costs continue to be difficult to predict from year to year, Council has made efforts to limit their share of the budget. Our hope is that as our Association grows with the upcoming changes associated with the RHPA, the budgeted legal costs may decrease in proportion to our total revenues. In the meantime, Council has elected to continue to maintain the equivalent of approximately one year's operating budget in savings. This will serve to mitigate any potential future shortfalls.

Drs. Jackie Walker and John Walker once again served as lay auditors to our Association's 2012 books, in accordance with our bylaws. Please see their Lay Auditors' Report to the membership dated February 20, 2013. On Council's behalf, I take this opportunity to thank them for their service. They have accepted Council's appointment to audit the 2013 books, and so I also thank them in advance for their upcoming service. With the surplus we were fortunate to accrue this year being added to the funds

*More Financial Information Available on the P.A.M.
website:*

[http://www.cpmb.ca/documents/
2013%20Auditors'%20Report.pdf](http://www.cpmb.ca/documents/2013%20Auditors'%20Report.pdf)

[http://www.cpmb.ca/documents/2013%20Financial%20and
%20P_L.pdf](http://www.cpmb.ca/documents/2013%20Financial%20and%20P_L.pdf)

we already have in reserve, Council is exploring the feasibility of leasing office space to set up a dedicated P.A.M. office. This is an exciting prospect for the Association. Having its own office space will enable P.A.M. to better focus its efforts to transition under the RHPA into the College of Psychologists of Manitoba. Rest assured, however, that Council will base its decision in this matter on the best financial interest of the Association.

Registration and Membership Committee

*Donna Chubaty, Ph.D., C.Psych., Chair
Registration and Membership
Psychological Association of Manitoba*

P.A.M.'s Registration & Membership Committee consists of myself, Dr. Bill Davis, Dr. Andrea Kilgour, Dr. Kent Somers, Dr. Hal Wallbridge and Dr. Graham Watson. The Registration & Membership Committee has continued to process complex applications, including those from out of country. We have also continued to work towards clarification of registration requirements for those graduating from the Applied Behaviour Analysis Program at the University of Manitoba. Finally, we have noted that a number of Members have formally requested expansion of specialty areas or client populations within their practices.

I am pleased to announce the new registrants for the 2012-2013 membership year:

Registered Psychologists

Dr. Jeffrey Harvey
Dr. Pam Holens
Dr. Garrett Kafka
Dr. Jeany Keates
Dr. Deborah Lake
Dr. Leanne Mak
Dr. Sayma Malik
Dr. Jason Peebles
Dr. Sandra Thompson

Psychologist Candidates

Ms. Lindsay Arnal Wishnowski
Dr. Stan Bird
Dr. Jay Greenfeld
Dr. Kelly Penner Hutton
Ms. Duong Ramon
Ms. Genevieve Roy-Wsiaki
Dr. Jasper (Jessie) Sandhu
Dr. Kathryn Sexton
Dr. Kendra Thomson
Ms. Lisa Thouas
Dr. Robin Westmacott
Dr. Kristen Young

Psychological Associate Candidates

Ms. Neelam Chadha

Complaints Committee

*Michael Stambrook, Ph.D., C. Psych. Chair,
Complaints Committee, The Psychological
Association of Manitoba*

The work of the Complaints Committee fulfills one of the major functions of the regulatory mandate of the Psychological Association of Manitoba (P.A.M.) in monitoring and investigating the professional practice of Psychologists and Psychological Providers based on Complaints that P.A.M. receives.

The Complaints Committee of the Psychological Association of Manitoba is composed of the following P.A.M. members: Drs. Geri Brousseau, Daryl Gill, Gail Robertson, Bruce Tefft, Gregg Tkachuk and, Ms. Sandra Hayhow, with myself as Chair, and Public Representatives, Dr. Neil Arnason, Mr. Herbert Thompson, and Ms. Val Stanowski.

Dr. Jule Henderson and Dr. Bill Leonhart retired from the Committee in 2012, and on behalf of the Committee and P.A.M., I offer them great thanks for their significant and thoughtful contributions over many years. Dr. Geri Brousseau and

Dr. Gail Robertson are the new members of the Committee, and I would thank them on behalf of P.A.M. for their commitment here.

Mr. Blair Graham, Q.C. of Thompson Dorfman Sweatman LLP, is the legal counsel to the Committee, and Ms. Lorna Leader, Complaints Committee Administrative Assistant/Complaints Coordinator continue to provide the Committee with strong administrative and organizational support. Mr. Jeff Hirsch of Thompson Dorfman Sweatman LLP, had assisted the Committee as well on one particular matter. Thank you all for your contributions in ensuring that the Committee's work is efficient, is consistent with the parameters of the Committee's legal and legislative framework, and considers all administrative and legal issues.

All Committee members need to review very lengthy and complex professional practice, ethical, and competency issues and do so with care, diligence, thoughtfulness, and clear thinking. Their volunteer commitment to the professional practice of Psychology in Manitoba is noteworthy here, and on behalf of P.A.M., I think the Committee members for their very meaningful contribution.

As part of the investigation and review of Complaints, Psychologists play an important role as Investigators, Consultants, and Experts, and I would like to acknowledge and thank the following Psychologists who have assisted the Complaints Committee in the Committee's adjudication of complaints: Dr. Carrie Lionberg, Dr. Jennifer Laforce, Dr. Del Ducharme, and Dr. Kent Somers.

The Complaints Committee met seven times during 2012, and reviewed significant documentation and reports between meetings and, had followed up with Investigators, Psychologists, and Complainants.

The Committee has been keenly aware of the costs of its operation and has worked

on cost efficiencies and on cost-recovery. I have spoken to this issue last year and, we are at work implementing this. The Committee has had an increased emphasis on early mediated resolution of Complaints, where this is judged to be appropriate, and where this is agreed-upon by the Complainant and Psychologist, and has instituted a "Case Management Model" to manage each Complaint through its process. The description of the Complaint Process has been updated on the Website and, in brochure form.

Of the eight complaints carried forward from 2011, one had been dismissed with comments to the Psychologist to consider, one had been investigated but was not proceeding, and six are in various stages of completion. Of the six complaints closed in 2012, 1 had been forwarded on to the Inquiry Committee, three were dismissed with comments made to the Psychologist to consider, and two were dismissed. Of the 10 new complaints, five have been dismissed, and five had been carried over to 2013 as investigative processes have not been complete.

Psychological Assessment in contested venue situations, particularly custody/

access assessments, continues to be an area where many Complaints are generated. Other Complaint issues relate to assessments in highly specialized practice areas, fees charged, boundary issues, supervision of credentialed and un-credentialed Psychological Providers, interprofessional communication, report timeliness, partiality in counseling, bias on assessment, and possible impairment in functioning.

There is an increased trend for Complaints to be accompanied by a significant volume of written material and, careful review of this material does require time, energy, and consideration of many issues. The Committee has provided comments for the Psychologist to consider in situations where the Complaint situation and the Psychologist's practice did not reach the level of being unprofessional or, of unethical conduct.

The Complaints Committee heavily relies on the members of P.A.M. to facilitate and assist the complaints process. This is directed to the member Psychologists who have had complaints against them and who responded in a timely manner with information and to the

Investigators, Experts and Consultants who the Committee relies on to fulfill its regulatory duty. I would urge all P.A.M. members to consider the request that they may receive at times to function as Investigators, Experts, and Consultants to the Committee as participating this way in the regulation of the Profession is vital to the Committee's operation.

Inquiry Committee

*James H. Newton, Ph.D., C.Psych. Chair,
Inquiry Committee, The Psychological
Association of Manitoba*

The task of the Inquiry Committee is to serve as a three (3) person hearing panel in those instances in which the Complaints Committee recommends charges be laid against a Member and that a hearing be held. One (1) hearing panel was convened during the 2012-2013 reporting period. The panel rendered a finding of professional misconduct in this matter. The details of this finding were published in the Winter 2012 Edition of *Manitoba Psychologist*.

Hearing Panels are comprised of two (2) Psychologist Members and one (1) Lay Member of the Inquiry Committee, the members of which are:

Psychologist Members:

- Dr. James Ediger
- Dr. Lois Edmund
- Dr. Diane Heibert-Murphy
- Dr. Leslie Koven
- Dr. James Newton (Chair)
- Dr. Linda Trigg
- Dr. Michelle Warren

Lay Person Members:

- Dr. Neil Craton
- Mr. Ian Hughes
- Dr. George Webster

All of the members of the Inquiry Committee are volunteers and as such, freely contribute many hours to be demanding work of participating on

Complaint Summary for 2012

	2012	2011	2010	2009
Carried Forward (from previous year)	8	9	11	7
New Complaints	10	6	7	9
Total Reviewed	18	15	18	16
Outcome of Committee Review				
Closed	6	7	9	5
Carried Forward	12	8	9	11
Total	18	15	18	16

panels. On behalf of the Association, I think each of them for their ongoing and valuable contribution of time, commitment and expertise.

Standards Committee

Neal D. Anderson, Ph.D., C.Psych., Chair, Standards Committee, The Psychological Association of Manitoba

During the past year, the Standards Committee has contacted several organizations and individuals not registered with P.A.M. who were presenting themselves to the public in ways that contravened Section 11(1) of the Psychologists Registration Act. Where Standards becomes aware of such situations, we first seek to educate parties (through letters and follow-up conversations) about appropriate and inappropriate use of terms and titles under terms of the Act. Standards did follow up with The Sport Medicine and Science Council of Manitoba (SMSCM) around its presentation of a "Sport Psychology" Program, providing "Sport Psych" Skills Development Modules and other "Sport Psych" services, but without the involvement of registered psychologists. SMSCM has sought further guidance from us and, at the time of this writing, has committed to correcting its print materials and website.

Two Subcommittees of Standards continued important work this year, and a working group reached a milestone. The Continuing Education Committee, under the leadership of its Chair, Dr. Jane Bow, completed another audit of CE claims for a sample of the P.A.M. membership and reported her findings to Council, and the Jurisprudence Examination Subcommittee began work on a revision of the examination given to would-be Registered Psychologists as an assessment of working knowledge of Manitoba law relevant to practice.

And, this year, the hard work of the Code of Conduct Working Group was extended forward, as P.A.M.'s new Code of Conduct document passed various Committee reviews, underwent review by P.A.M. members, survived final review by Executive Council: as I write this, P.A.M.'s Code of Conduct, given first life by this working group, is strong and healthy on the Association website as a guide to professional practice appropriately concerned with public protection.

So as I write this, my third report to an AGM as Chair of P.A.M.'s Standards Committee, I write with deep gratitude for the hard work and commitment of the following Committee, Subcommittee, and Working Group members: Drs. Gary Shady, Jane Bow, Don Stewart, Hal Wallbridge, Lesley Graff, and P.A.M. Registrar, Dr. Alan Slusky.

Examinations Committee

Naomi Berger, Ph.D., C. Psych. Chair, Examinations Committee, The Psychological Association of Manitoba

The Examinations Committee of the Psychological Association of Manitoba is charged with organizing, implementing and reporting the results of oral examinations of candidates seeking registration to practice psychology independently in Manitoba. In addition, the Examinations Committee organizes, implements and reports on oral interviews for psychologists registered to practice independently in other jurisdictions, who are now seeking to be registered in Manitoba under the terms of the Agreements on Internal Trade.

Two Thousand and Twelve was a busy year for the examinations committee, with seven oral examinations and one oral interview taking place. Moving forward into 2013, two exams have already been administered, with others set to occur in the spring.

Sincere thanks are extended to the following volunteer oral examiners, who generously gave of their time and expertise to support the work of this committee: Drs. Paula Battle, George Bednarczyk, Michael Burdz, Karen Dyck, James Ediger, Valerie Holms, Lesley Koven, Solange Lavack, Carey Mintz, Bailey Rayter, Linda Rhodes, Gary Shady, Linda Trigg, Norah Vincent and Debbie Whitney.

The Examinations Committee is fortunate to have a strong and committed roster of volunteer oral examiners. However, to alleviate the demand on these individuals, additions to the examiners' roster are always welcomed. Interested psychologists are encouraged to contact me for details.

Special recognition is also due to the members of the Examinations Committee, who are committed to maintaining the standards of oral examination in Manitoba. In recent months committee members have devoted considerable time and energy toward developing a scoring rubric, to be used in evaluating the performance of examinees. Thanks are extended to Drs. Michael Burdz, James Ediger and Carey Mintz, who have worked tirelessly on this project. I am pleased to report that the scoring rubric is now moving into a pilot testing phase. We look forward to receiving feedback from the pilot testers, and hope, with their assistance, to have a scoring system ready for general use in the oral examination process by the end of 2013.

Publications Committee

Neal D. Anderson, Ph.D., C.Psych. Chair, Publications Committee, Psychological Association of Manitoba

Since last AGM, P.A.M. has published two more issues of *Manitoba Psychologist* (ISSN0711-1533) as its Volume 29, in June,

for members' final review and invited Members to an upcoming Town Hall Meeting, offered an overview of the registrant search tool being added to RIMS, and reprinted a piece about the regulation of technology (focusing on differences between electronic and paper records in professional practice). The Winter issue also saw the first ever publication of details of a disciplinary action, toward the goal of fulfilling P.A.M.'s mandates to protect the public and to pursue ongoing education of registrants around expectations for professional conduct.

We plan to publish another two issues of *Manitoba Psychologist* during the coming year. As always, the general purpose of the newsletter will be to foster communication within the psychological community and among members of the wider public around regulatory issues, consistent (again) with P.A.M.'s responsibilities to protect the public through regulation of Psychology in Manitoba. Newsletter content will continue to aim to inform psychologists and the broader community about membership, standards, complaints, continuing education, and other regulation-related matters. We will continue to email issues to members and selected non-members and to post current and back-issues on the P.A.M. website. As always, I invite members and others to contact me with feedback and suggestions.

In this my fifth report to the P.A.M. AGM as Chair of the Publications Committee, I

write on behalf of the committee's other members, Drs. Alan Slusky and Morry A.J. Schwartz, and thank them for their work.

Nominations Committee

*James H. Newton, Ph.D., C.Psych. Chair,
Nominations Committee, The Psychological
Association of Manitoba*

The mandate of the Nominations Committee is two-fold: (a) to provide candidates for P.A.M. Council's consideration for membership on the various committees of the Association and (b) to provide candidates for the consideration of the general membership for election to Council during the election cycle of the Association.

2013 is an election year for Council. This year's seven (7) council positions have been filled by the following members:

- Neal Anderson
- John Arnett
- Donna Chubaty
- Miroslaw Grygo
- Jennifer Laforce
- Morry Schwartz
- Grace Tan-Harland

Other Committee reappointments include the following:

Lay Auditors:

- Jackie Walker

- John Walker

Complaints Committee:

- Geri Brousseau
- Daryl Gill
- Sandy Hayhow
- Gail Robertson
- Michael Stambrook (Chair)
- Bruce Tefft
- Greg Tkachuk
- Neil Arnason (lay member)
- Val Stanowski (lay member)
- Herb Thompson (lay member)

Registration and Membership Committee

- Donna Chubaty (Chair)
- William Davis
- Andrea Kilgour
- Kent Somers
- Hal Wallbridge
- Graham Watson

As noted in previous reports to the Membership, the work of the Association is largely accomplished by its members who serve on Council and the various committees of the Association. All of these individuals are volunteers who freely contribute many hours to this work. In the future, please consider saying "yes" when opportunities arise to serve our Association.



Notice to Members: *Keep Your Receipts*

Reprinting receipts for renewal and other fees at tax time has become very time-consuming. Retrieving and reprinting a receipt from our database is a multi-step process.

Beginning January 1, 2014, P.A.M. will charge a fee of \$10 for reprints.

Adult Abuse Registry Checks Now Required for Registration As a Full Member

On April 10, 2013, P.A.M. Executive Council passed a Motion requiring that candidates undergo an Adult Abuse Registry check before registration as a full member. P.A.M. is in the process of updating application forms and other materials.

The Adult Abuse Registry

The purpose of the Adult Abuse Registry is to help protect vulnerable adults by allowing employers to screen potential employees and volunteers who want to work with vulnerable people.

The Registry contains names of persons who have been found to have abused or neglected a vulnerable adult, defined under *The Vulnerable Persons Living with a Mental Disability Act* (VPA) as an adult living with a mental disability who is in need of assistance to meet his or her basic needs with regard to personal care or management of his or her property and patients defined under The PPCA as an adult, other than a vulnerable person under The VPA, who is a resident or an in-patient in a hospital, personal care home or Selkirk Mental Health Centre or is receiving respite care in such a facility, receiving services in a geriatric day hospital that is managed by a hospital designated by regulation under The Health Services Insurance Act, or receiving services in an emergency department or urgent care centre of a hospital.

There are two ways that a name may be listed on the Registry:

- If a person has been found or pleaded guilty to an offense involving the abuse or neglect of a vulnerable adult, the person's name must be placed on the Registry. As long as the person is likely to be in Manitoba, it does not matter where the offense took place.
- If the Adult Abuse Registry Committee determines, using its own process, that a person has abused or neglected a vulnerable adult and that the person's name should be placed on the Registry, the name must be placed on the Registry. The Committee receives cases to review for this purpose from government officials who are responsible for investigating suspected cases of abuse or neglect of vulnerable adults.
- A peace officer may apply for access to the Registry when the information is required for the peace officer to carry out his or her duties; and
- An employer or other person may apply for access (with the person's written consent) to check if a person is listed on the AAR.

Most often checks will be requested by individuals on themselves. A person's name will be checked on the system and they will get a print out saying that their name is either on or not on the AAR.

The Registry Committee

The Adult Abuse Registry Committee is made up of individuals appointed by government and must represent the following groups: law enforcement; lawyers; health professionals; and persons with experience in providing care or services to vulnerable adults. The maximum number of appointed committee members is 30.

For more information about the PPCA, visit: <http://web2.gov.mb.ca/laws/statutes/ccsm/p144e.php>.

Information about The VPA is on: <http://web2.gov.mb.ca/laws/statutes/ccsm/v090e.php>.

Information about the AAR is at http://gov.mb.ca/fs/pwd/adult_abuse_registry.html.

An offender's name will be included on the registry for 10 years, or a longer period if specified in the regulations made under *The Adult Abuse Registry Act*.

Who has access to the information on the Registry?

Access to the Registry is restricted and all names and information are confidential. The general public does not have access to the Registry. Access to the Registry is allowed only to certain people, in specific circumstances:

- A designated officer conducting a protection investigation may apply for access to the Registry without consent of the person;



Rules and Guidelines for Providers of Performance and Life Enhancement Services:

How the practice of psychology is regulated differently than mental performance consulting

Canadian Sport Psychology Association Staff

The CSPA website states (www.cspa-apsc.ca): "The CSPA continuously strives to ensure that members have adequate knowledge, skills, and experience to deliver sport psychology services in Canada." As an organization that advocates on behalf of professionals working in this realm, we would like to educate CSPA members on the use of word "psychology" and its derivatives, and the title of psychologist. This is an important topical area as it ensures both the protection of the membership and also the people with whom the membership works. You will notice on the CSPA website that we advocate the use of two titles: mental performance consultant and psychologist. Only those members who meet licensing requirements from a regulatory body are able to use the term psychologist. It is important that all individuals fully understand the implications of this rule, which is expanded on below.

Provincial laws establish the rules for use of a professional title. Any professional who is not a registered psychologist but who uses the professional title of "sport psychologist" or "sport psychology consultant" does so in violation of professional psychology licensing regulations across Canada as mandated by a Province's Health Professions Act or by general Provincial legislation that specifically licenses the practice of psychology. Quick Google searches reveal that it is not uncommon for a mental performance consultant to use the title "sport psychology consultant" without sufficient attention to laws which

stipulate restrictions for the use of the term "psychology" when referring to one's professional title or to one's professional practice. Very simply, any use of the term psychology or its derivatives (e.g., psychological) within a description of one's professional practice is unlawful, misleading, and unethical. And so, it is important for all members to abide by these laws and scope of practice.

Using Saskatchewan, Ontario, and Alberta as random examples, Section 24 (1) of the 1997 Psychologists Act in Saskatchewan stipulates: *Subject to subsection (3), no person other than a member shall use the title "psychologist" or any word, title or designation, abbreviated or otherwise, to imply that the person is a member.* In Ontario the Act reads: *"Right to Title. Subject to an exception for those employed by a university, only registered members may use the title "psychologist" or "psychological associate" (or a variation, abbreviation, or equivalent in another language).* And, in Alberta, the provision of sport psychology is regulated by the College of Alberta Psychologists under the Health Professions Act. The Standards of Practice state: *"psychologist means a person who has been issued a certificate of registration under the Health Professions Act and who holds a practice permit as a member of the College of Alberta Psychologists.*

Nearly identical wording is found in every Canadian province's professional practices regulations.

Of course, **mental performance consultants on an academic campus may refer to their practice as sport psychology if this is deemed appropriate by the institution.** A sport centre, on the other hand, is not considered equivalent to a university and a center may not, therefore, sanction the use of the term "psychology" by an unlicensed employee. **It is thus off-campus, beyond the bounds of a college or university employment, that the distinctions are critical.**

So, in conclusion, there are very good reasons that CSPA and its members must strive to unambiguously represent our profession and its two types of service providers. These reasons are dictated by legislation but they are grounded in our common concern that we protect the well-being of our clients. Some members provide clinical psychological services; others provide mental performance consulting. The service differences are important and CSPA empowers each of us to educate our clients appropriately.



Committees

THE PSYCHOLOGICAL ASSOCIATION OF MANITOBA / L'ASSOCIATION DES PSYCHOLOGUES DU MANITOBA

Executive Council

John L. Arnett, Ph.D., C.Psych (President)
Neal D. Anderson, Ph.D., C.Psych. (Vice-President)
Jennifer LaForce, Ph.D., C.Psych. (Treasurer)
Donna Chubaty, Ph.D., C.Psych. (Member-at-Large)
Miroslaw Grygo, Ph.D., C. Psych. (Member-at-Large)
Morry A. J. Schwartz, Ph.D., C.Psych. (Member-at-Large)
Grace Tan-Harland, Ph.D., C.Psych. (Member-at-Large)

Registration and Membership Committee

Andrea Kilgour, Ph.D., C. Psych. (Chair)
Donna Chubaty, Ph.D., C. Psych.
William Davis, Ph.D., C. Psych.
Kent Somers, Ph.D., C. Psych.
Hal Wallbridge, Ph.D., C. Psych.
Graham Watson, Ph.D., C. Psych.

Complaints Committee

Michael Stambrook, Ph.D., C.Psych. (Chair)
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