

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 "Continuing Education" to "Continuing Competence"

by the P.A.M. CE Committee

"Why do doctors take additional classes after practicing medicine for a while?"

While most 12-year-olds can give a 2-point answer to this question, putting into place a system that makes it all work turns out to be a much more challenging task. Professional regulatory bodies have struggled with the task for some years now, as issues of professional accountability become more and more visible.

In the last newsletter we drew your attention to the Association of State and Provincial Psychology Boards' 2013 white paper on the issues, which proposed a move toward a Maintenance of Competence model for continuing professional development (<http://www.cpmc.ca/docs/Manitoba%20Psychologist,%20January%202014.pdf>). When psychologists come under the umbrella of the new *Regulated Health Professions*

Act, a new College of Psychologists will be established and will be required to follow the principles of this model. The RHPA states:

87(1) A council must establish, by regulation, a continuing competency program to maintain the competence of the members and to enhance the practice of the regulated health profession. The program may provide for, but is not limited to, (a) reviewing the professional competence of members; (b) requiring members to participate in programs intended to ensure competence; and (c) conducting practice audits in accordance with this Act.

P.A.M. is approximately a decade into formal continuing education requirements, draft CE guidelines having first been circulated to Members and approved by Council in 2004). By now, many Members have been through the CE audit process. Members continue to be required to complete at least 20 credit hours of approved continuing education to renew their registration each year. This brings us into line with current practice requirements in most other jurisdictions and for most professions.

However, the move to a Maintenance of Competence model is a paradigm shift in the field, in that it moves Members beyond simply demonstrating that they've participated in approved Continuing Education hours, and toward evaluation of *competency*. As the ASPPB white paper points out, making this shift will be challenging for most psychology regulators in terms of setting guidelines for what constitutes competence within a wide

variety of specialties, what constitutes adequate evidence of competence, how competence will be monitored for the sake of public protection, and what opportunities will be available to practitioners for professional development.

Individually though, psychologists may find the shift less challenging. Psychologists typically take part in continuing education activities whether or not they're not required to do so, most exceed mandated requirements, and engage in even

P.A.M. is preparing for the shift from continuing education to continuing competence. The ASPPB white paper suggests some first steps toward implementation of a full Maintenance of Competence program; inclusion under RHPA will move a new College of Psychologists to develop such a program.

more CE activities where participation is mandatory. Most already report that they already engage in activities that can be characterized as continuing competence activities. Demonstrating competence may be more time consuming than simply reporting educational activities (which only requires filling in a form once a year), but with the continuing competence model, a broader range of activities may be eligible for credit, and evaluation will be tailored to a practitioner's area of specialization and personal development goals. ASPPB has envisioned development of systems to provide professional

development opportunities and to record credits; although a significant benefit to members, this may be a while in development.

P.A.M. is preparing for the shift from continuing education to continuing competence. The ASPPB white paper suggests some first steps toward implementation of a full Maintenance of Competence program; inclusion under RHPA will move a new College of Psychologists to develop such a program. ASPPB also suggests that psychology organizations work toward establishing universally agreed upon standards for continuing professional development, and proposed guidelines to this end in 2012. PAM's current CE guidelines are largely consistent with the ASPPB recommendations, differing only in such details as the number of categories eligible activities are divided into, limits on allowable credits for certain activities (e.g. using publications for credit), and making other types of activities mandatory (e.g. ethics and jurisprudence updates). ASPPB guidelines include a category for "Practice Outcome Monitoring," or in other words, assessing client/patient outcomes.

Over the next while, the Continuing Education Committee will work to revise our guidelines and policies to make them more compatible with ASPPB guidelines. The format of our reporting form might change, but the process for reporting will remain the same, and for many Members, there will be no change in the activities they choose. Some may find that activities previously used for credit won't be eligible any longer: for example, ASPPB does not propose

anything equivalent to our current Category E, but most Psychologists will find a broader range of activities available for CE credit. Such revisions will lay groundwork for a competence model under RHPA. Watch for updates in future emails and newsletters.

For now, please review the CE Committee's updated description of current CE Requirements. As we've done before, we present the update in an effort to clarify points and answer questions raised through ongoing audits. We remain committed to a system that makes it as easy as possible for Members to document

their participation in CE (and, eventually to demonstrate their continuing competence) in order to meet PAM's legal mandate to protect the public and to retain our status as independent self-regulating professionals.



2014 Revisions to the Description of CE Requirements and to CE FAQ by the P.A.M. CE Committee

The Continuing Education Committee's overall sense is that Manitoba psychologists are similar to psychologists in other jurisdictions in that the large majority show commitment to professional development, routinely engage in a variety of formal and informal continuing education activities, and accurately report their activities.

This revision of CE Requirements and Frequently Ask Questions attempts to clarify misunderstandings we have frequently come across. Some members have been unaware, for example, that independent study needs to be reported using standard credits and not as an estimate of actual time spent, or that job functions such as consultation or staff supervision are not appropriately claimed as CE activities.

Continuing Education Requirements Psychological Association of Manitoba

ByLaw #2 of *The Psychologists Registration Act* (<http://web2.gov.mb.ca/laws/reg/current/pdf-regs.php?reg=32/2006>) states that **a member must complete 20 hours of continuing education through participation in an activity or activities approved by the council** in order to be eligible for renewal. The content of an activity approved by the council **must relate to psychology or the practice of psychology** and be for the purpose of maintaining the competence of those who practice psychology or enhancing the practice of psychology. The 20 hours of continuing education **must be completed in the registration year immediately before** the registration year for which renewal is sought. All members must meet the same requirement. The Continuing Education Committee administers the CE program on behalf of PAM Council.

Guidelines for Continuing Education

Guidelines for approved continuing education activities were established by PAM in 2005, with revisions in 2006 based on member feedback. The guidelines state that continuing education should be distributed among the following activities in such a way that more than one type of activity is represented, and no more than 15 of the 20 required hours are devoted to a single type of activity, with the exception of Category A (up to 20 hours may be reported in this category). Content must be materially psychological in nature.

Category A. Formally accredited or approved activities (max. 20 hours may be claimed): *Activities that are sponsored, accredited/approved or conducted by educational institutions, or by private organizations that are nationally or regionally accredited for training.*

Examples would include events sponsored by such bodies as MPS or CPA, psychology department colloquia, grand rounds, university courses and training (including supervision), professional development offered by private sponsors who have sought approval for CE credits, including approved online CE courses. Documentation of participation would comprise verification from the offering institution/agency/association indicating the title of the activity, the presenter, the date, the number of CE hours, and the sponsor's credentials. A maximum of 10 hours may be claimed for supervision and must be provided by a registered/licensed psychologist.

Category B. Academic activities (max. 15 hours): *Presentation of courses, workshops, or other formal training activities, when the content is clearly related to the enhancement of psychology skills and knowledge for professionals or students. This category also includes academic supervision, and publication and professional presentation. It does not include public education.*

Examples include presentation of university or college courses, professional workshops, and clinical training. Credit can be claimed only for the first presentation. Credit is given for the actual duration of the presentation, and not for preparatory time. In the case of a course or workshop, documentation would comprise a course outline or a course description. In the case of publication and professional presentation, documentation would be a reprint of the article as published or a letter from the publisher indicating that the article has been accepted or is in press. Ten hours may be claimed for each publication or book chapter and five hours may be claimed for each scientific or professional paper presented (including poster presentations). Credit may not be claimed for both presentation and publication of the same or very similar content. Supervision is considered to be the provision of continuing education to the student, intern, or post-doctoral resident. Documentation of supervision would take the form of identifying the individual being supervised, the date(s) on which supervision is provided, and written

verification of hours provided by the individuals supervised. Credit is given for the direct hours of supervisory contact. A maximum of ten hours may be claimed per student.

Category C. Self-directed activities (max. 15 hours): *Activities conducted by agencies and groups which do not meet the requirements of national or regional accreditation or approval if the content is clearly related to the enhancement of psychology skills and knowledge. This category also includes completion by an individual of a course of independent study related to the practice of psychology.*

Examples include journal clubs, study groups and other staff development activities held in agencies or offices where the content and structure is clearly related to the practice of psychology but the provider has not sought external accreditation or approval for the activity. Documentation would comprise written verification from the sponsoring body of the dates, the agency providing the activity, the hours, and the nature of the activity. In the case of independent study, documentation would consist of a portfolio maintained by the psychologist which might include a bibliography, and annotated readings, dated notes, or a summary of the material read. One credit is given for each article or chapter.

Category D. Professional service (max 15 hours): *This category includes service to the profession of psychology through activities such as professional board or committee membership, or other volunteer contributions.*

Examples would include sitting on a board or committee for organizations such as MPS, PAM or CPA, or serving as a PAM examiner or investigator. Documentation would comprise written verification from the organization describing the number of hours and the nature of the contribution. A maximum five hours may be claimed for each activity.

Category E. Other approved activities (max. 15 hours): *Other activities not included in Categories A, B, C, or D, but deemed to be legitimate continuing education activities by the Continuing Education Committee and/or Council.*

Members should clarify ahead of time with the chair of the Continuing Education Committee that the activity is eligible for credit.

CE FAQ

1. How should credits be reported?

Reporting and documentation will vary with the type of activity, but should be sufficient to show how it meets eligibility criteria. When completing the reporting form (<http://www.cpmc.ca/documents/CE%20Form%20rev%202006.pdf>), provide enough description to allow easy identification of the nature of the activity, what category it falls into, and how much time is being claimed. For example:

- Workshop entitled 'IPT for Depression', by R. Jones, PhD,

Winnipeg / 25 April 2005 / 6 hours, or

- Independent reading, 4 articles read and annotated on the subject of television violence / 4 credits, or
- Instructor for Topics in Social Psychology, University of Winnipeg course #123W, 90 minutes per week over one semester / 15 hours (maximum allowable).

2. Should supporting documentation be submitted with the annual CE report?

No. Reporting relies for the most part on the honour system. Research shows that most psychologists can accurately identify appropriate CE

activities, and that they routinely engage in appropriate activities. You should, however, retain documentation of your CE activities for at least one year to submit for review if requested. Documentation should verify that the activity actually occurred as described. Examples of appropriate verification are included in the PAM Guidelines for Continuing Education (above). If you attend an event that does not offer a formal certificate, a Verification of Attendance form is available for your use in the CE folder on the PAM website <http://www.cpmc.ca/documents/PAM%20Verification%20of%20Attendance%20document%20-%202010.pdf> and there's a sample on this page. You might also ask an

Name _____ Registration # _____ Reporting year _____

20 hours required each year to maintain registration status.

<u>Category</u>	<u>Description of activity</u>	<u>Date</u>	<u># Hours claimed</u>	<u>Office use</u>
A. Accredited or formal activities				
B. Academic activities				
C. Self-directed activities				
D. Professional service				
E. Other (requires approval)				

organizer or even another attendee to sign and date your notes to confirm your attendance. Note that a receipt for fees paid does not verify that you attended an event. If you attend a journal club or committee meeting with a group of psychologists, you might all sign in each time and distribute copies of the sign-in sheet to confirm one another's attendance. Original documents must be submitted for audit but will be returned to you.

3. How does audit work?

Examples include presentation of university or college courses, professional workshops, and clinical training. Credit can be claimed only for the first presentation. To ensure accuracy of reporting, and to gather information about the types of CE activities that members participate in, the CE committee is tasked with auditing a certain percentage of members' CE claims each year. Claims are referred for audit where reporting of hours is unclear or incomplete, where there is a history of reporting difficulties, and by random draw. If your report is selected for audit, you will receive the request with your renewal information. The audit must be satisfactorily completed before proceeding to renewal.

4. How are credit hours counted?

Credit hours are not always equal to time spent. Formal certificates will give a specific number of credit hours for the

activity. For most presentations that you attend, the credit hours will be equivalent to the duration of the presentation. When claiming credit for a course or a presentation you have given, a book chapter or a journal article you have written, or similar products, the credit is not based on preparation time, but rather on the actual presentation time (e.g. a 4-hour workshop earns 4 CE credits, a 36-hour course earns the maximum 15 CE credits). This assumes a rough

correspondence between length of the course and amount of new learning required to prepare it, an imperfect measure but the one that is used in most jurisdictions. Note that you can only claim once for each course or presentation, for the initial creation of the work. Similarly, a standard ten credits is allocated for a published chapter or article, and a standard five credits for a poster. A standard one credit is allocated for each article or chapter read for independent study.

Psychological Association of Manitoba

VERIFICATION OF ATTENDANCE

Use this form to document Continuing Education (CE) participation only if other verifying documents are not available.

Name: _____ Membership #: _____

Membership Category: C.Psych. C.Psych. Candidate P.A. P.A. Candidate

DESCRIPTION OF EVENT:

Date(s) Attended: _____

Title of Presentation: _____

Presenter/Instructor/Leader: _____

Event Sponsor/Organizer: _____

Location of Event: City: _____ Province/State: _____

Duration of Event: _____ # of Hours of CE Credit Claimed: _____

According to PAM regulations, CE Credits are offered for events that are "materially psychological in nature" with one hour of credit claimable for each hour of participation. Please describe below how this event meets this requirement: _____

ATTESTATION:

I attest that I attended the above event:

Member Signature: _____ Date: _____

I attest that the above signed member attended the above event:

Sponsor/Organizer/Presenter/Psychologist Co-Attendee Signature: _____

(Please circle one)

Name and Position: _____

5. What if I am not sure what category an activity belongs to?

Some activities may cross boundaries. You may claim credit for whichever category suits your needs, provided the activity matches the category you choose. You may not claim twice for the same activity and you may not exceed the allowable time for each category.

6. Are educational or professional activities in other fields eligible for CE credits?

The primary intent of the CE requirement is to foster continuing education in psychology. Section 17(4) of *The Psychologists' Registration Act* states that, "The content of an activity approved by the council must relate to psychology or the practice of psychology and be for the purpose of maintaining the competence of those who practice psychology or enhancing the practice of psychology". In recognition that many psychologists have complex and diverse careers, a certain amount of education in other professional areas can be claimed for CE credit under Category E, with the prior approval of the CE Committee.

7. How can I be sure that an activity is eligible for credit?

Activities approved by Council are detailed in the Guidelines for Continuing Education (above). You can also consult the chair of the CE Committee for advice, and you may ask for approval of any activity that you think qualifies as CE for inclusion under Category E. Please be sure you have approval for any

activities you are unsure of before submitting your report.

8. Which activities are not eligible for CE credit?

Public education regarding psychological information, which is offered to the general public or prepared for clients or client groups, does not usually qualify as continuing education for the psychologist under Category B. The rationale is that you are simply communicating knowledge you already have, rather than extending your own knowledge. If the work is done in a formal academic context or if the intended audience is psychologists, related professionals, students of psychology, or the like, then the case may be made that you must update your knowledge and integrate it with current practice in the field in order to create the presentation, as the audience's existing knowledge is more similar to yours. Note that if you engage in any independent study in preparation for a public presentation, this is an activity eligible for credit under Category D.

Case consultation, team meetings, and the like are considered to be part of everyday clinical work and are not eligible for CE credit. More formal discussion groups or journal clubs are considered to have a more educational focus and are eligible, usually under Category D.

Supervision of others in an educational context (e.g. of graduate students or internes) is considered an academic activity that can be reported for credit under Category B, to a maximum of ten hours per year. Credit can be claimed once for each

student supervised. However, supervision in the context of employment is not eligible for credit. The latter may certainly provide some education to the supervisee but its primary function is considered to be monitoring of the supervisee's job performance. Thus, ongoing supervision of a Psychological Associate or other clinician in your employ (or in the employ of your employer) is not eligible for CE credit as an academic activity.

Consultation to other professionals or agencies is also not considered to serve as continuing education for the consultant; it is considered to be a job function.

Subsequent offerings of a course you have previously developed and taught are not eligible; this is also considered a job function.

9. What are the CE requirements for the different registration categories?

Members of all registration categories, including Candidates, must meet the same requirements.

10. If I work part time, can I submit a reduced number of CE credits?

No, in order to maintain registration, everyone must meet the same CE requirement regardless of whether you practice full or part time.

11. If I interrupt my practice do I need to continue to accumulate CE requirements?

If you qualify for the registration category of inactive status, CE requirements are suspended for that period of time. If the period is less

than one year, you must submit CE credits prorated for the time you were in practice. For example, if you are inactive for six months of the year, you would be expected to submit ten credit hours for the remainder of that year.

12. Can I carry over extra credits from one year to another?

No. Section 17(5) of *The Psychologists' Registration Act* states, "The 20 hours of continuing education must be completed in the registration year immediately before the registration year for which renewal is sought". If you anticipate difficulty meeting the requirement or circumstances arise that result in an insufficient number of credits for a given year, you should consult the CE Committee

Chair as soon as possible for help in addressing the problem. Renewal of your registration is contingent on satisfying the CE requirement.

13. What if I live in an area that has no access to workshops, or I am unable to take time to attend workshops or conferences?

There are a number of options available that do not require travel or access to formal events, including web-based options, telecommunication links, and self-study. There's a list of online CE opportunities this issue (next page), as well on the PAM website in the CE folder. The option of independent study (Category C) is also available. However all professionals, including psychologists, are expected to spend

a portion of their working day and a portion of their income to further their own education. Self-employed psychologists can deduct their costs from earned income for tax purposes. Psychologists employed by organizations that do not support continuing education may want to lobby their employers for the same rights as other professionals, and perhaps seek the support of MPS or other fraternal groups.

14. Other questions?

Contact the Chair of the Continuing Education Committee; the names of the current Chair and Members are given on the back page of this issue, and on the PAM website.

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Meeting CE Requirements: Some Online Opportunities

Dr. Jane Bow, C.Psych., Chair CE Committee

The Canadian Psychological Association offers online courses. See:

<http://www.cpa.ca/professionaldevelopment/webcourses/catalogue/>

The American Psychological Association also offers courses online.

www.apa.org/ce

The National Register in the US offers online CE to members of CRHSPP.

<http://www.e-psychologist.org/>

Some private sector organizations have sought and received approval from CPA or APA as course providers.

There's more information on these sites, and elsewhere:

<http://psychotherapy.net/>

<https://secure.ce-credit.com/>

<http://www.aatbs.com/>

<http://www.behavioralhealthce.com/>

<https://www.concept-ce.com/>

Pearson Assessment offers regular "webinars":

<http://pearsonassess.ca/haiweb/cultures/en-ca/events/webinars.htm>

Many journals offer online quizzes for credit, based on journal articles. Some examples are:

<https://www.theaacn.org/continuingeducation/>

<http://www.the-ins.org/online-continuing-education>

Of course, time spent reading journal articles may be an acceptable part of a Member's annual CE hours without formal credit from an outside organization (see the CE FAQs) but some Members appreciate these services.

Other professional organizations offer online CE that may be appropriate for psychologists. Examples are the Canadian Medical Association, Canadian Psychiatric Association, Canadian Paediatric Society.

Googling will turn up other options. The CE Committee advises Members to check for appropriate accreditation by, for example, a psychological body or a university, and ensure that the content is primarily psychological in nature.

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Have you Written a Professional Will?

Under the Regulated Health Professions Act (218.4 (1)), when a College or Association has reason to believe that a Member's health care records are abandoned, or at risk of being abandoned, it becomes responsible for



ensuring that those records are promptly secured and protected. Should a Member become incapacitated or die without a Professional Will in place, the College (P.A.M. or a future College of Manitoba Psychologists) will be obliged to take custody of the records by appointing a P.A.M. Member to take charge of them, or apply to the court for appointment of a custodian, or take possession of the records itself. The administrative and financial challenges are obvious. How much better to prevent all of this, and put a Professional Will in place now?

From the Registrar:

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

It's my pleasure to provide you with another update on my work and that of your Executive Council.

Another renewal season has passed. I can report that over 90% of Members renewed through the online portal. Feedback from registrants continues to be positive, and Members are increasingly renewing by the posted deadline. It used to be common for me to be pursuing the last few registrants into June in order to determine their renewal intentions, but I'm pleased to report that all registrations had been renewed or undergone some form of status change by the middle of May. Completing renewals in such a timely fashion assists Council in budgeting and meeting its financial obligations for the coming year, so we are grateful.

Last month saw another P.A.M. Annual General Meeting and, as has been the case for the past several years, this one was well attended. More than 60 Members met and mingled with old friends and making new ones, learned more about the activities of the Association during the past year, and enjoyed a wonderful dinner at the Greenwood Inn and Suites Hotel (now the Best Western Airport Plus).

After dinner, we heard from Mr. Victor Minenko, leader of the RHPA

initiative of the Department of Health: Mr. Minenko who spoke to us about the current status of RHPA implementation. A lively question and answer period followed this presentation and I'm pleased to report that, since the AGM, plans have been put into place to begin meetings between P.A.M. and Mr. Minenko's team aimed at Psychology's inclusion under the RHPA. As mentioned in previous columns, the Physicians and Nurses must still be brought under the Act before a second wave of professions can enter the process: it remains our intention to be part of this second wave. We'll speak to this during upcoming meetings with Mr. Minenko and his team.

Also mentioned in Mr. Minenko's presentation were the Reserved Acts which will likely be requested by psychology, including Communicating a Diagnosis and Psychosocial Intervention. In order to delineate more clearly what a psychosocial intervention is, to ensure that only properly trained and licensed practitioners receive permission to perform this Reserved Act, a discussion group for psychosocial intervention has been meeting and working on a discussion paper for government. The aim is to assist government in their understanding of the issues involved in this Reserved Act, as well as to

ensure that people not working under the RHPA but performing similar work (for example, clergy) can continue their work. Psychology and other health professions likely seek this reserved act have been meeting, and I have represented P.A.M.. Once the work of this group has reached a point where a deliverable is ready for review by relevant stakeholders, the membership will have an opportunity to offer its input. Watch for emails and Stay tuned to this newsletter and future emails for updates on this work in progress.

Finally I would like to bring to your attention a potential significant upcoming change in the way that P.A.M. receives registration applications. To date P.A.M. has only accepted paper and pencil applications, however the Association of State and Provincial Psychology Boards (ASPPB) has for the past few years developed and launched an online application process (PLUS – Psychology Licensure Universal System), and is now making it available to Canadian jurisdictions. This project was initially funded by a United States government grant and was therefore only available to American jurisdictions. As several American jurisdictions have signed on to this process, the project has now expanded, and several Canadian jurisdictions, including Manitoba, have received or will be receiving

presentations from ASPPB staff on the possibilities connected with this new online application procedure. The Director of the PLUS program is your former registrar Dr. Joe Rallo, and he, along with Ms. Janet Orwig (ASPPB Associate Executive Officer for Member Services) will be attending an upcoming P.A.M. Council meeting (at no expense to P.A.M.) to present on this application process. This process of course would have no impact on current members but could potentially make the application process much easier, less resource intensive for P.A.M., more efficient, as well as safer from a public protection perspective. The last benefit is achieved because ASPPB will primary source verify all documents sent to them, as they collect application materials into a final package to then be forwarded to

us (the regulatory board) for final review, recommendation, and approval. The last several years has seen a dramatic increase in fraudulent documents (e.g. transcripts, letters of reference) being forwarded to regulatory boards and the resources that ASPPB can bring to the primary source verification process would serve to significantly mitigate the risk of proceeding with an application that is in any way fraudulent. ASPPB makes no recommendations with regards to an applicant's appropriateness for licensure and neither do they communicate any such information to the applicant. Their role in this process is simply to gather all the application materials, primary source verify them, and then send them, in a complete package, to our registration committee for review and handling

from that point forward. There is absolutely no cost to P.A.M. for participating in the system, and only a modest fee to the applicant. Your P.A.M. Council is considering joining the PLUS system both because of the efficiencies offered to P.A.M., but also in order to further ensure the authenticity of application documents. It is our hope to meet with PLUS representatives in the fall of this year and we will update you on these discussions in the next P.A.M. newsletter.

Thank you for your kind attention to this column and I wish everyone a safe and restful summer.

Alan Slusky, Ph.D., C. Psych.
Registrar



registrar [ˌrɛdʒɪˈstrɑː ˈrɛdʒɪˌstrɑː]

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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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Special Section

2014 ANNUAL GENERAL MEETING

The 2014 Annual General Meeting of The Psychological Association of Manitoba was Wednesday, April 23, 2014 at the Best Western Plus (formerly 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, Manitoba Association of School Psychologists, Manitoba Association of Applied Behaviour Analysis—brought greetings.

Reports to the AGM continue to page 22.

President's Report

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

First, I would like to thank my colleagues on P.A.M. Executive Council for their dedication and hard work on behalf of Association over the past year. As you know, this work is essential in maintaining the disciplinary self-regulation of psychology in the Province of Manitoba. I want to specifically recognize the following Executive Council members: Drs. Neal Anderson (Vice President and Chair of the Standards and Publications Committees), Donna Chubaty (Chair of the Registration and Membership Committee), Mirosław Grygo (Member-

at-Large), Jennifer LaForce (Treasurer), Morry Schwartz (Member-at-Large), and Grace Tan-Harland (Member-at-Large). I also want to express my sincere appreciation to our Registrar, Dr. Alan Slusky, for his hard work, wise judgment, and clear perspective on the regulation of psychology in Manitoba in the context of the regulation of psychology both nationally and internationally. P.A.M. is very fortunate to have worked collaboratively with an outstanding legal team. Mr. Ted Bock from Aikins, McAulay & Thorvaldson LLP has provided sound and wise legal advice to P.A.M. Executive Council on a number of significant legal issues over the past few years and Mr. Blair Graham from Thompson, Dorfman, & Sweatman LLP has, over many years, contributed enormously to the work of the

Complaints Committee which, as you know, is a very important Committee in maintaining the disciplinary self-regulation of psychology in the Province. The success and effectiveness of any organization depends to a large extent on the work of administrative staff. P.A.M. has been very fortunate to have had Ms. Lorna Leader serve as the Assistant to the Complaints Committee and Ms. Shirley Nicholson serve as bookkeeper to the Association. During this past year Ms. Leader announced her intention to retire and P.A.M. was able to recruit Ms. Doreen Phimister to assume Ms. Leader's responsibilities as Assistant to the Complaints Committee beginning in October, 2013. Ms. Phimister came to P.A.M. following a career in which she worked and gained experience in many departments of the

Government of Manitoba that obviously facilitated her ability to step right in and function very effectively in the complex activities with which the Complaints Committee is routinely involved.

As you know, the work of P.A.M. Executive Council and the various P.A.M. Committees is carried out by non-paid Manitoba psychologists and lay individuals who freely give their time and effort in serving the Association. At this time, I want to express my sincere appreciation and formally acknowledge the significant contributions of the following individuals for their work on the P.A.M. Committees:

- **Registration and Membership Committee** [Drs. Donna Chubaty (Chair), William Davis, Andrea Kilgour, Leslie Ritchie, Gail Robertson, Kent Somers, Hal Wallbridge, and Graham Watson]
- **Complaints Committee** [Drs. Michael Stambrook (Chair), Neil Arnason (Public member), Geri Brousseau, Daryl Gill, Ms. Sandra Hayhow (Psychological Associate Independent Practice), Drs. Linda Rhodes, Bruce Tefft, Greg Tkachuk, Ms. Val Stanowski (Public Member), and Mr. Herb Thompson (Public member)]
- **Inquiry Committee** [Drs. James Newton (Chair), Neil Craton (Public Member), James Ediger, Lois Edmond, Diane Hiebert-Murphy, Mr. Ian Hughes (Public Member), Drs. Lesley Koven, Linda Trigg, Michelle Warren, and Dr. George Webster (Public member)]
- **Examinations Committee** [Drs. Naomi Berger (Chair), Michael Burdz, James Ediger, and Carey Mintz].
- **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. John Arnett (*ex-officio*), Alan Slusky, and Michael Stambrook]

There are many activities associated with maintaining the operational aspects of the Association including, but not limited to, the following:

- Administration of the P.A.M. central office.
- Preparing an annual budgeting and maintaining P.A.M.'s financial integrity
- Organizing 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 and filling vacancies on the various Committees
- Maintaining communication with government and other psychology regulatory organizations
- Attending and participating in meetings of the regulated health professions

- Providing information to the general public on an ongoing basis
- Attending to complaints from the general public and Members of the Association
- Attending meetings with government and providing information to government
- Attending to legislative changes regarding the regulation of psychology
- Providing oversight and policy guidance to the P.A.M. Committees
- Reviewing Appeals made by individuals of decisions rendered by the Complaints Committee
- Arranging for Inquiry Committee meetings as required
- 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.

P.A.M.'s discussions with the **Manitoba Association of School Psychologists (M.A.S.P.)** that were mandated by the Government of Manitoba as the first step in bringing psychology under the *Regulated Health Professions Act (RHPA)* have successfully concluded with the

following requirements for full registration of school psychologists with P.A.M.:

Registration Requirements for Independent Practice in all Practice Settings

I. For Candidates who are registering for the first time

The successful candidate for the initial registration as a school psychologist (i.e., non-grandparented) must have received an approved Master's degree in psychology or school psychology. In addition, the applicant must meet the following graduate program academic and practicum course requirements (A) and practice experience (B) outlined below:

A. Graduate Psychology Program Requirements

a. Core Requirements

Applicants for registration must demonstrate that during their graduate studies they have satisfactorily completed all of the following areas of study and practical application:

- Therapy Techniques (6 credit hours)
- Psychological Assessment (6 credit hours)
- Psychology Practicum (6 credit hours)
- Abnormal Psychology / Psychopathology (3 credit hours)
- Research / Statistics (3 credit hours)
- Professional Ethics (3 credit hours)

Total Credit Hours required in the Core Areas: 27 credit hours

b. Supplementary Requirements

In addition to the above core requirements, applicants for registration must demonstrate that, during their graduate studies they have satisfactorily completed a total of 12 credit hours from a combination of at least three of the following areas of study and practical application:

- Behaviour Disorders / Behaviour Management
- Child / Adolescent Development
- Learning Disabilities
- Learning and Cognition
- Community Psychology
- Neuropsychology
- Theses Topic Relevant to School Activity (maximum: 3 credit hours)
- Cross Cultural Contexts
- Advanced Study in the Core Areas (maximum: 3 credit hours)

Total Credit Hours required in the Supplementary Areas: 12 credit hours

B. Practice Experience Requirements:

- a. Completion of 4800 hours of practice experience in an approved setting which includes:
 - a) 2400 hours of supervised (80 hours/year) practice experience in an approved setting leading to certification over two years, and
 - b) 2400 hours of mentored (80 hours/year) practice experience (i.e. practice experience that is functionally equivalent to the first two years of supervised practice experience) in an approved setting over two years after certification by Manitoba Education

- b. Successful completion of the Examination for Professional Practice in Psychology (EPPP);
- c. Successful completion of an appropriate oral examination;
- d. Successful completion of the jurisprudence examination, as established by the College;
- e. Provision of satisfactory Child Abuse Registry and Criminal Records Check documentation.

II. For Candidates whose registration is via "grandparenting," the requirements for Independent Practice in all Practice Settings

- a. A Manitoba Education permanent school clinician (School Psychologist) certificate;
- b. Completion of 4800 hours of experience in an approved setting which includes:
 - a) 2400 hours of supervised practice experience in an approved setting leading to certification, and
 - b) 2400 hours of practice experience in an approved setting after certification
- c. Active engagement in the practice of psychology for a minimum of 1500 hours over the past five years;
- d. Successful completion of the jurisprudence examination, as established by the College,
- e. Provision of satisfactory Child Abuse Registry and Criminal Records Check documentation.

The Scope of Practice has also been defined as follows:

The practice of School Psychology is the application of psychological knowledge, skills, and judgment with children, youth, families, and learners of all ages and involves a comprehensive understanding

of educational processes. The practice of school psychology includes:

- a. Diagnosis, treatment, management and prevention of mental and psychological disorders, dysfunctions and conditions
- b. Use of psychometric testing and psychological/behavioral assessment to inform treatments and enhancement of clients' behavioral, learning, developmental, emotional and interpersonal functioning;
- c. Enhancement of human adaptation, adjustment, learning and development;
- d. Use of evidence-based systemic, ecological, and developmental approaches; and
- e. Promotion of optimal learning, development, and mental health.

P.A.M. and MASP have now approached government and are awaiting instructions on the next steps required to implement the agreement. The "grand-parenting" provisions that P.A.M and M.A.S.P have negotiated will ensure that significant numbers of currently practicing school psychologists will be eligible for registration and thus available to supervise and mentor school psychology candidates for registration.

Executive Council has been actively seeking dedicated office space for the Association for the last several months. The process has turned out to be fairly involved as we are trying to secure the largest and best possible space that will accommodate our present and future needs in the best possible location at the lowest possible price. Council wants to ensure that the procurement of office space will not result in the need for additional revenue over a normal five to ten year leasing arrangement in order to avoid pressure that would lead to the need for membership dues increases because of the office space.

Because the Association's expenditures have been well controlled due to the very

good work of P.A.M.'s Committees and the prudent management of the Association's reserve funds that are required to permit the Association to continue to function effectively in the event of future unexpected financial challenges, Council was able to modestly reduce the membership dues for next year by approximately three percent. This reduction will apply across all categories of membership although the actual dollar savings will be variable across membership categories as the cost of membership varies across membership categories. This is consistent with Council's belief that membership dues should be adequate to support the necessary activities of the Association and to ensure that it is able to retain sufficient reserve funds in order to be able to continue to function for a sustained period of time in the event of unusual and unexpected financial circumstances but that membership dues should never be excessive in relation to these requirements.

A number of activities are in various stages of development and/or implementation including the following:

- Review of the Jurisprudence Examination, including preparing alternate forms of the exam
- Discussions with MPS on the development of a Colleague Assistance Program
- Continued work on the inclusion of Psychology in the *Regulated Health Professions Act (RHPA)*
- Development of practice advisories
- Addition of the Adult Abuse Registry check for new applicants for registration

Overall, this has been a very productive and successful year for P.A.M. and we look forward to the next year with considerable enthusiasm and optimism.

Treasurer's Report for Fiscal Year 2013

*Jennifer Laforce, Ph.D., C.Psych.
Psychological Association of Manitoba*

It is my privilege to report to PAM membership on the sound fiscal status of the association. We had a large surplus in the 2013 fiscal year. This surplus reflects both efforts to responsibly control legal expenses and the fact there were fewer hearings than expected. In addition, this year we recovered \$22 000 in legal reimbursements as part of the disposition of a disciplinary matter. Accordingly, after five years of maintaining membership fees at the same rate, this year PAM Council voted to modestly decrease all membership fees. As indicated in the Profit & Loss statement, our total expenditures for 2013 stood at just under \$112 000 with a surplus of just under \$132 000.

The 2014 budget is presented in the document entitled, *Financial Statement 2013 and Budget 2014*, posted on the PAM website along with the *Profit & Loss Report*. The *Balance Sheet for 2013* has not been posted but is available upon request to those members who wish to review it.

The association's 2014 budget contains a modest reduction in budgeted legal expenses, although legal expenses remain our largest budgeted expenditure. As has been noted in previous years, legal costs related to dealing with complaints are difficult to predict on an annual basis. As reflected in the budget, despite this reduction, we are prepared for legal costs to be significantly higher this year than last year, given matters currently in process.

There are two changes to what has been traditionally reported in the budget. In order to more accurately estimate expected revenues, this is the first year the budget includes an estimate of expected revenues for *exam fees*,

application fees, and interest, representing a total of \$14 000 of expected revenue, previously unspecified in the budget. Second, given efforts approved by PAM Council to secure dedicated office space for PAM, the budget contains lines pertaining to *Space Rental/Storage* and *Capital Expenses* related to this potential move. Storage costs for our records represent the largest office expense for the association (costing just under \$7 000 in 2013). Once we have dedicated office space, our records will be stored on-site and that budgeted money will go towards space rental.

Drs. Jackie Walker and John Walker once again served as lay auditors to our association's 2013 books, in accordance with our bylaws. Please see their Lay Auditors' Report to the membership dated March 6, 2014. On PAM Council's behalf, I take this opportunity to thank them for their service.

Registration and Membership Committee

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

PAM's Registration & Membership Committee consists of Dr. Bill Davis, Dr. Kent Somers, Dr. Hal Wallbridge, Dr. Graham Watson, Dr. Gail Robertson, Dr. Lesley Ritchie and myself as Chair. Dr. Andrea Kilgour, long-time committee member and former Chair, resigned her position on the committee in February, 2014. The Registration & Membership Committee has continued to process complex applications, including those from out of country. We have also addressed numerous requests from Members to expand areas of competency.

... continued on page 18

**Psychological Association of Manitoba
Profit & Loss Report
As at December 31, 2013**

	<u>Jan - Dec 13</u>
Ordinary Income/Expense	
Income	
4090 · Membership Dues	
4091 · Late Fees	800.00
4090 · Membership Dues - Other	<u>201,192.00</u>
Total 4090 · Membership Dues	201,992.00
4110 · Exam Fees	6,800.00
4130 · Application Fees	6,300.00
4150 · Interest Income	6,487.59
4190 · Reimbursed Expenses	22,000.00
4999 · Uncategorized Income	<u>25.00</u>
Total Income	243,604.59
Expense	
5100 · Committees	35.20
5145 · Gifts	269.96
5200 · Courier, Deliveries, Postage	949.50
5250 · Professional Fees	
5255 · Complaints Committee	29,866.94
5265 · Legal to Council	<u>2,915.80</u>
Total 5250 · Professional Fees	32,782.74
5270 · Bookkeeping	3,166.05
5300 · Insurance	
5305 · Liability Insurance	<u>1,566.00</u>
Total 5300 · Insurance	1,566.00
5360 · Dues Subscrip Mmbrshp Licenses	25.00
5400 · Supplies	
5405 · Marketing	<u>25.07</u>
Total 5400 · Supplies	25.07
5500 · PAM Dues	
5505 · ASPPB	1,044.77
5510 · ACPRO	<u>1,618.54</u>
Total 5500 · PAM Dues	2,663.31
5600 · Internet	762.51
5690 · Bank Service Fees	4,907.66
5700 · Registrar Fee	39,999.97
5725 · Office Supplies	2,330.40
5750 · Storage	6,802.20
5775 · Telephone	1,814.53
5780 · Meetings	5,597.79
5800 · Travel/ACPRO & ASPPB	7,059.11
5880 · Website Development	<u>999.60</u>
Total Expense	111,756.60
Net Ordinary Income	131,847.99
Net Income	<u>131,847.99</u>

PAM Financial Statement 2013 and Budget 2014

	Budget 2013	Actual 2013	Budget 2014
<u>INCOME</u>			
<i>membership--late fees</i>		800.00	
<i>membership--dues</i>		201,192.00	197,370.00
<i>exam fees</i>		6,800.00	4,000.00
<i>application fees</i>		6,300.00	4,000.00
<i>reimbursed expenses</i>		22,000.00	
<i>interest</i>		6,487.59	6,000.00
<i>replacment certificate fee</i>		25.00	
<u>TOTAL INCOME</u>	199,040.00	243,604.59	211,370.00
<u>EXPENSES</u>			
Committees	0.00	35.20	-
Liability Insurance	1,500.00	1,566.00	1,600.00
Meetings	5,000.00	5,597.79	6,000.00
PAM Dues	2,500.00	2,663.31	2,800.00
Office expenses	20,000.00	22,052.48	16,000.00
Registrar	48,000.00	39,999.97	44,000.00
Space rental			22,500.00
Capital expenses			10,000.00
TOTAL OFFICE COSTS	68,000.00	62,052.45	92,500.00
Legal to Council	7,000.00	2,915.80	7,000.00
Legal to Inquiry	30,000.00	0.00	27,000.00
Complaints Committee			
Costs	70,000.00	29,866.94	65,000.00
TOTAL LEGAL	107,000.00	32,782.74	99,000.00
Travel (ASPPB, ACPRO)	8,000.00	7,059.11	8,000.00
<u>TOTAL EXPENSES</u>	192,000.00	111,756.60	209,900.00
Surplus (Deficit)	7,040.00	131,847.99	1,470.00

... Registration and Membership report, continued

I am pleased to announce the new registrants for the 2013-2014 membership year:

C.Psych.

Dr. Jay Greenfeld
 Dr. Amanda Lints-Martindale
 Dr. Laura Jakul
 Dr. Syras Derksen
 Dr. Chantal MacDonald
 Dr. JoAnne Unger
 Dr. Matthew Decter
 Dr. Kelly Penner-Hutton
 Dr. Michael Ellery
 Dr. Leslie Thorne
 Dr. Alejandra Ogando

C. Psych. (Candidate)

Dr. Jennifer Volk
 Ms. Phoenix Gillis
 Dr. David Hill
 Dr. Mylena Lima
 Dr. Colleen Murphy
 Dr. Heather MacKenzie
 Dr. Sara Chaulk
 Dr. Kimberly Kiley
 Dr. Zoe Thierrien
 Dr. David Podnar
 Ms. Sabrina Demetrioff
 Ms. Leah Enns
 Dr. Megan Vokey
 Dr. Constance Boutet

P.A. (Candidate)

Ms. Jennifer Robinson
 Ms. Uliana Nevzorova
 Mr. Michael Rogers
 Ms. Margaret Yacowar

Life Members

Dr. Jay Brolund
 Dr. Carl Stephens
 Dr. David Martin

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 (PAM) in monitoring and investigating the professional practice of Psychologists and Psychological Providers based on Complaints that PAM receives. Complaints are received in writing by the Registrar of PAM, Dr. Slusky, and can be made by any member of the public and, by Psychological Practitioners.

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

Dr. Gail Robertson retired from the Committee in 2013, and on behalf of the Committee and PAM, I offer her thanks for her thoughtful contributions. Dr. Linda Rhodes became a Committee member as of November 2013.

Mr. Blair Graham, Q.C. of Thompson Dorfman Sweatman LLP, is the legal counsel to the Committee, and Ms. Lorna Leader was the Complaints Committee Administrative Assistant/Complaints Coordinator through to October 2013, with Ms. Doreen Phimister assuming these duties thereafter. The Administrative Assistant/Complaints Coordinator provides the Committee with strong administrative and organizational support.

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.

A special thank you is accorded to Ms. Leader for many years of dedicated service to the Complaints Committee. We wish you success in your future endeavors.

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 PAM, I thank 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 in 2013: Dr. Carrie Lionberg, Dr. Jennifer Laforce, Dr. Dell Ducharme, Dr. Allan Moore, and Dr. Kent Somers.

The Complaints Committee met 9 times during 2013, 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 recommending cost-recovery. I have spoken to this issue previously and, we continue to work on implementing this in our recommendations for disposition of complaints.

The Committee has 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 and continues to use 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.

As per By-law 1, decisions that the Complaints Committee can consider and make are as follows:

- (a) direct that the matter be referred, in whole or in part, to the Inquiry Committee;
- (b) direct that the matter not be referred to the Inquiry Committee;
- (c) accept the voluntary surrender of the member's registration;
- (d) censure the member if:
 - (i) at least one member of the committee has met with the member and the member has agreed to accept the censure, and

- (ii) the committee has determined that no action is to be taken against the member other than the censure;
- e) refer the matter to mediation if the committee determines that the complaint is strictly a matter of concern to the complainant and the member, and both parties agree to mediation;
- f) enter into an agreement with the member that provides for one or more of the following:
 - (i) assessing the member's capacity or fitness to practise psychology,
 - (ii) counselling or treatment of the member
 - (iii) monitoring or supervising the member's practice of psychology,
 - (iv) requiring the member to complete a specified course of studies by way of remedial training, placing conditions on the member's right to practise psychology; or
- (g) take any other action that it considers appropriate in the circumstances and that is not inconsistent with or contrary to the Act or the regulations or by-laws under the Act.

The table shows numbers of complaints received and complaint outcomes for the past several years.

Of the 12 complaints carried forward from 2012, 5 have been dismissed, and 8 are in various stages of completion. On the 10 new complaints in 2013, one has been dismissed, and the balance are in various stages of completion. Of the 6 complaints closed in 2013, all were dismissed, a number with comments to the Psychologist.

Psychological Assessment in contested venue situations, particularly custody/ access assessments and in insurance-based independent assessments, continues to be an area where many Complaints are generated. Complaint issues relate to assessments in highly specialized practice areas, fees charged, boundary issues, supervision of credentialed and un-credentialed Psychological Providers, inter-professional communication, report timeliness, partiality in counseling, bias on assessment and in Court testimony, 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 PAM to facilitate and assist the complaints process. This is directed to the member Psychologists who have had complaints against them and who have responded in a timely manner with information and to the Investigators, Experts and Consultants who the Committee relies on to fulfill its

Complaint Summary

	2013	2012	2011	2010	2009
Carried Forward (from previous year)	12	8	9	11	7
New Complaints	10	10	6	7	9
Total Reviewed	22	18	15	18	16
Outcome of Committee Review	6	6	7	9	5
Closed	16	12	8	9	11
Carried Forward	22	18	15	18	16

regulatory duty.

I continue to urge all PAM 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.

On behalf of the Complaints Committee, a statement of appreciation is offered to the Manitoba Psychological Society and the presenters, Drs. Tefft and Miles, for including in their Agenda for the MPS March 24, 2014 Annual General Conference, a Continuing Education Session titled "An Ounce of Prevention: Common Ways Psychologists Get Themselves into Ethical Trouble and How to Avoid Them".

Inquiry Committee

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

As I have reported previously, the task of the Inquiry Committee is to serve as a

three-person panel in those instances in which the Complaints Committee recommends charges be laid against a member and that a hearing be held.

During the current reporting period no hearing panels were convened nor have there been any changes to the membership of the committee.

All of the members of the Inquiry Committee are volunteers and as such freely contribute many hours to the demanding work of participating on panels when asked to do so on behalf of the Association. I thank 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

As always, where Standards has become aware of organizations or individuals presenting themselves to the public or their services in contravention of Section 11(1) of the Psychologists Registration

Act, we've sought first to educate parties, through letters and follow-up conversation, about appropriate and inappropriate use of terms and titles. Where we have raised concerns with individuals during the past year, the educative approach has been successful.

Nowhere has this been more the case than through the now-complete discussions between P.A.M. Standards and the Sport Medicine and Science Council of Manitoba (SMSCM) around what it had been presenting as "Sport Psychology" programs and services, where there had been no involvement by a Registered Psychologist. Mr. Craig Baker, SMSCM Executive Director, reported that his organization immediately recognized that it was acting in contravention of Section 11(1) of the Psychologists Registration Act and he advised that, beyond simply bringing itself into compliance with the legislation, the SMSCM appreciated the importance of non-psychologists not representing themselves, nor being represented, as psychologists, as a matter of public protection. He gave the example of a high-level teenaged athlete struggling with depression being seen by a person identifying himself as a "Sports

Identify Yourself...

as a P.A.M. Registrant in all professional materials (reports, correspondence, advertisements, etc.).

P.A. (S.P.)

C.Psych. (Candidate)

P.A. (Candidate)

P.A. (I.P.)

C.Psych.

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

Psychologist," when he wasn't in fact a Psychologist at all, but a consultant on sports-related mental performance, and where the teen's parents reasonably assumed their child's depression was being treated, given the way the consultant had represented himself. He advised that the SMSCM had removed all problematic references to "Sports Psychology" or "Sport Psych" from its website and adjusted or corrected terminology in its other communications. In addition, Mr. Baker said that he'd taken our concerns to the Canadian Sport Psychology Association, which had begun educating its Members about differences between Psychology, as a regulated health profession, and Mental Performance and Life Enhancement, and about the importance of clarity in public communications. P.A.M. re-printed a piece written by the CSPA in the June, 2013 issue of *Manitoba Psychologist*. P.A.M. appreciates the helpful and decisive responses of Mr. Baker, the Sport Medicine and Science Council of Manitoba, and Canadian Sport Psychology Association. P.A.M. is grateful to Drs. Bruce Hutchison and Adrienne Leslie-Toogood for their important work on this file.

Continuing Education Audit

Subcommittees of Standards have continued to do important work. The Continuing Education Subcommittee, led by Dr. Jane Bow, has completed another CE audit of approximately ten percent of the P.A.M. membership, and reported her findings to Council. Based upon this year's CE audit findings, Executive Council has disallowed a registrant's renewal, secondary to a failure to meet the CE requirements. Ensuring compliance with CE requirements is important work, and it seems important therefore to recognize Dr. Bow's clarity of purpose, as well as her patience where registrants' record keeping or responsiveness were perhaps less sharp than they might have been.

Jurisprudence Examination Review

Another Standards Subcommittee, the ad hoc Jurisprudence Examination Review Subcommittee, has substantially completed its work. The purpose of the Jurisprudence Examination is to assess applicants' familiarity with local laws, bylaws, and regulations relevant to the practice of Psychology in Manitoba, and passing the JPE is a prerequisite for registration as a C.Psych. or PA (IP). An initial version of the examination came into use in 2010, but by early 2013, it was clear that the time had come for a review and some updating. It was felt that applicants' familiarity with P.A.M.'s new *Code of Conduct*, and Manitoba's Adult Abuse Registry should be assessed, and proctors had come to suspect that a handful of items from JPE 1.0 might be problematic. It was also clear that P.A.M. needed an alternate or second form of the examination for use in rewrites. Executive Council struck the ad hoc committee to review the current JPE, to develop items testing familiarity with the newer documents, to consider options for alternate forms of the JPE for use at retesting, and to build these alternate forms.

Committee members were Drs. Alan Slusky (P.A.M. Registrar), Lesley Graff, Hal Walbridge, Andrea Kilgour, and myself. The committee has now completed the majority of its work, and recommended that P.A.M. Executive Council formally adopt its 2014 update of the Jurisprudence Examination.

This is my fourth report to an AGM as Chair of P.A.M.'s Standards Committee, and I write with appreciation for the work of the following Committee and Subcommittee members: Drs. Jane Bow, Don Stewart, Hal Wallbridge, Lesley Graff, Andrea Kilgour, Gary Shady, and 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 Examination Committee organizes, implements and reports on oral interviews for psychologists registered to practice independently in other jurisdictions, and who are now seeking to be registered in Manitoba under the terms of the Agreements of Internal Trade.

2013 was a busy year for the Examinations Committee, with 10 oral examinations and one oral interview taking place. Moving forward into 2014, two exams have already been administered, and others are 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, Del Ducharme, Karen Dyck, James Ediger, Gary Fisher, Alan Gutkin, Diane Heibert-Murphy, Valerie Hohms, Jeanie Keats, Lesley Koven, Solange Lavack, Loris Mac, Cary Mintz, Bailey Rayter, Linda Rhodes, Gary Shady, Michael Teschuk, and Norah Vincent.

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

Special recognition is also due to the members of the Examinations Committee. In recent months committee members have devoted considerable time and energy to developing a scoring rubric, to be used in evaluating the performance of examiners. 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 has now entered a pilot testing phase. We look forward to receiving feedback from the pilot testers, and hope to have a scoring system ready for general use in the examinations process by the end of 2014.

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 Volume 30, in Summer, 2013 and Winter 2013-2014. The Summer issue offered announcements of regulatory matters of potential interest to Members and to the Public, and ran pieces about protection of professional titles, lifelong professional learning, and about Performance and Life Enhancement Counselling, distinguishing such services clearly from Sports Psychology for the sake of public information and protection. The Summer issue also gave highlights of the 2013 AGM and reprinted Committee reports to that AGM. Our winter issue reviewed progress on a revision and updating of P.A.M.'s Jurisprudence Exam, gave information about the Province's new Child Abuse Reporting Handbook, and presented readings about Continuing Professional Competence courtesy of the ASPPB, The Future of Professional Regulation, and Selling a Psychology Practice.

We plan to publish another two issues of *Manitoba Psychologist* during the coming

year. The purpose of the newsletter will remain that of providing information about regulatory issues both for the psychological community and the wider public, consistent with P.A.M.'s central responsibility for protecting the public. Content will continue to focus on membership, standards, complaints, continuing education, and other regulation-related matters. As we have for several years now, we'll email issues to members and selected non-members, as well as post current and back-issues on the P.A.M. website. I invite members and others to contact me with feedback and suggestions.

I write this, my sixth report to the P.A.M. AGM as Chair of the Publications Committee, on behalf of the other members of Publications, Drs. Alan Slusky and Morry A.J. Schwartz, and thank them for their efforts.



Manitoba Psychologist

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Please provide feedback, story suggestions, etc. to

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—January, 2014