



Photo Credit: Lesley Phimister

MANITOBA PSYCHOLOGIST

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The Psychological Association of Manitoba is the regulatory body for Psychology in Manitoba and is legally constituted by the Psychologists Act (R.S.M. 1987). As such it is committed to ensuring that those who hold themselves out as Registered Psychologists or Psychological Associates have the appropriate education, training, and supervised experience to practice Psychology in a safe and effective manner. In addition to ensuring the adequate preparation of its registrants, PAM also holds its registrants accountable for maintaining adequate competence in their fields of practice and investigates any expressions of concern (complaints) regarding the conduct of these same registrants. PAM's primary mandate is public protection and it therefore makes every reasonable effort to avoid actions which could be construed as advocacy based, deferring to other allied bodies for that purpose.

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****Office Hours****

Please confirm in-person hours prior to visiting the office

Manitoba Psychologist is published twice each year, by the Psychological Association of Manitoba (ISSN0711-1533) and is the official publication of the Association. Its primary purpose is to assist P.A.M. in fulfilling its legal responsibilities concerning the protection of the public and regulation of psychology in Manitoba. It also seeks to foster communication within the psychological community and between psychologists and the larger community. Feedback and story suggestions are welcomed! Contact the Editor: Dr. Donna Chubaty, Ph.D., C.Psych. dchubaty@mail.com

Much work has been undertaken by PAM Council since the AGM in March 2021 and as such, I wanted to provide PAM members with an update on the exciting and challenging tasks that Council has undertaken over the past several months. The commitment of PAM staff, volunteers, and Council members is astounding and impressive and often involves meeting over lunch hours, evenings and weekends. On behalf of PAM Council, I would like to offer my gratitude and appreciation for the continued dedication of all of the members and staff for their time and passion in ensuring that PAM fulfills its mandate and continues to grow as a regulatory body.

PAM Truth and Reconciliation Commission (TRC) Report Task Force

On September 30, 2021, the Government of Canada proclaimed the first National Day of Truth and Reconciliation in honour of those who have been affected by the Indian Residential Schools. Like many Canadians, I spent this day reflecting on the tragic and painful history of residential schools and how we can all commit to the process of truth and reconciliation both personally and professionally. In November 2019, Council approved the formation of a task force to provide recommendations and guidance regarding the practice of psychology with Indigenous Peoples of Canada based on the calls to action of the Truth and Reconciliation Commission of Canada's Report (2015) and the Canadian Psychological Association's report titled "Psychology's Response to the Truth and Reconciliation Commission of Canada's Report" (2018). Since June 2020, this committee has continued to meet regularly to draft a framework for recommendations for all areas of the profession of Psychology including education and training, professional organizations, and PAM as the regulatory body. The draft of this framework is nearing the final stages and will be reviewed by various stakeholders from the Indigenous community prior to the final draft being presented to Council. I would like to sincerely thank the following TRC Task Force members for their dedication, professionalism, and innovation in the work we have accomplished thus far which is nearing completion: Dr. Sonia Marrone (Chair); Dr. Margaret Penfold; Dr. Lindsay Woods; Dr. Dell Ducharme; Dr. Lesley Koven; Dr. Alicia Ordóñez; Ms. Alea Fontaine; Ms. Stephanie Sinclair; Ms. Amanda Fowler-Woods.

Continued

Regulated Health Professionals Act (RHPA)

Since the last President's Report in 2020, there has been continued progress with Psychology coming under the RHPA. The PAM Legislative Review committee (Drs. Sonia Marrone [Chair]; Diane Hiebert-Murphy; Lorne Sexton; Kerri Walters; Harold Wallbridge) continues to work closely with the Legislative Review Unit, Manitoba Health, Seniors, and Active Living (HSAL) to bring Psychology under the RHPA. There have been many meetings since the last update in March 2021 as a committee and also with government staff. The committee has reflected, discussed and amended several issues relating to this legislation in order to develop regulation that, first and foremost, protects the public, upholds the integrity of the profession and is also cogent, inclusive, and comprehensive. This is not an easy feat and has involved much discussion between the Committee, Council and government. While at times it has felt that the conclusion of this work is just out of reach, based on discussion with government staff, we are optimistic that the regulations could be approved by the Minister and Cabinet and then will be made available by Manitoba Regulatory Accountability for public consultation in the Spring of 2022. PAM members will be informed as this process unfolds; please see the Registrar's report for some early previews. Again, I will take this opportunity to urge members of PAM to consider volunteering to serve on various PAM committees as the mandate and expansion of PAM as regulatory body will be significant under the RHPA. If you are interested in serving on a committee, please feel free to reach out to me directly and I would be happy to discuss my experiences and the myriad opportunities for important PAM volunteer work.

I am grateful for the opportunity to serve as President of PAM Council. I am continually impressed by the skill and professionalism that I encounter each day from all of the individuals who make PAM run smoothly each day. I would also like to take this opportunity to give special thanks to Dr. Harold Wallbridge, Registrar and Ms. Lesley Phimister, Deputy Registrar for their dynamic team work and contributions to running the day-to-day operations of the Psychological Association of Manitoba.

Sincerely,
Sonia Marrone, Ph.D., C. Psych.
Council Chair
Psychological Association of Manitoba
584 Pembina Hwy., Suite 208
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Dear Members,

PAM council and staff have been working steadily on the development of new regulations and internal procedures for when PAM transitions to become the College of Psychologists of Manitoba. While this is an ongoing process, I think that it is time to begin to discuss some of the changes that we can expect to see with this new legislation. Psychology's new act will be linked to the Regulated Health Professions Act, just like all other regulated professions are or will be in the future. Reviewing the [RHPA](#) would be a useful starting point for anyone interested in our regulatory future.

Here are some highlights of what you might expect from our new legislation:

- Autonomous practice for some Masters level providers is being seriously considered as a part of the new act. The PAM Legislative Review committee had initially proposed a doctoral-level act for autonomous practice, however initial impressions from government staff indicated that Cabinet would likely not support this. A significant factor that undermines moving to a doctoral-level act is that currently under interprovincial mobility agreements, PAM is obliged to register MA-level Psychologists who move to Manitoba from other provinces. Moreover, some MA-level providers currently practice autonomously in the province and we have been advised that the province may be reluctant to reverse this. The details involved and the title of such MA-level providers remains under review.
- A key element of RHPA registration will be that registration is required to deliver "reserved acts," which for psychology will include what can briefly be described as: diagnosis, use of psychological tests, and psychosocial interventions. These acts can, under certain conditions, be "delegated" to those under supervision.
- Registration as a member of the College of Psychologists of Manitoba alone will no longer be sufficient to practice. The member must also be provided a "Certificate of Practice" that includes information about Fields of Practice (which includes populations served) and potentially which reserve acts the member is eligible to deliver. This information will also be on the "Member's Profile" on the website. More attention to fields of practice will also be given during the supervision of provisional members.
- The time period for provisional membership will also be enforced more firmly, and while these timelines will be similar to what currently exists, special permission will be required to extend these periods.
- There will be the formation of a Continuing Competency Committee, which will include members of the public, with the power to request self-assessments and to conduct practice audits of members.
- The list of exempt settings will be reduced to include only psychologists working in positions for the Government of Canada, school divisions (with a valid school clinicians' certificate as a school psychologist), or are employed in an academic position in a university (unless involved in supervision of clinical training, when registration is required). Any other psychologist previously exempted from registration will have to be transitioned to becoming registered. Again, how this will be done is a work in progress, but the general principle is that this transition is facilitated in a way that does not negatively impact the previously exempt psychologist.

Continued

- Fluency in English will be a requirement for registration
- Background checks will need to be updated by all members every five years.
- “C.Psych.” will be “R.Psych.” (Registered Psychologist)
- Proof of professional liability insurance will be required under the act.
- Psychologists will become eligible to apply to register as a “Health Profession Corporation”.

As you might guess, I have had some second thoughts about releasing specifics of the new act before it is ready for public review. We are not at the stage where it is ready to go for the internal review within government, so things could change; moreover, higher levels of government have yet to weigh in. However, we are close to this submission and this seemed like a good time to provide members with a head's up. My general impression is that this new legislation will be positive for the profession of psychology in Manitoba and reflect and act more consistent with modern standards and practices. Our objective of assuring protection of the public is met within a structure that preserves the principles of self-regulation, which we believe is still the best way to regulate professional psychology.

I would also like to bring your attention to some changes for candidates. Oral exam applications will now only be reviewed in January, April, and October, where the first of the month is the deadline to receive completed applications. This change is in the hope that the oral examination process can become more efficient. By clustering oral exams, we hope to be able to schedule them back-to-back. Organizing oral exams is invariably a time-consuming process and when **we** manage to pull a panel together, we will try to conduct at least two exams in the same day, whenever possible. We are also setting different requirements for the submission of supervision hours. These now need to be fully completed by the candidate before submission for inclusion with the oral examination application, fully tabulated, separated into individual and group hours, include a brief description of the content of the supervision, and be signed by the candidate and by the supervisor. Finally, as you are probably aware, the EPPP now includes both parts I and II.

In addition to the major project of developing a new act, we are also beginning to look at proposals for a new member database and website. This is necessary to meet some of the requirements related to public reporting laid out by the new act, although a refresh of the database and website was needed anyway. Along with the new College, there will be a new logo. Our hope is to implement these changes around the same time as the new act comes into force.

Finally, I would like to thank Sonia Marone, PAM Council, and Nicole Watson (lawyer to council) for a productive and collegial 2021. I would also like to acknowledge all the work of the Deputy Registrar, Lesley Phimister, who is always thinking of things that never occur to me. I would also like to acknowledge the contributions of recent PAM volunteers: Drs. Bill Davis, James Newton, and Leslie Ritchie, who have made significant contributions to the organization (and are acknowledged later in the newsletter). The more I learn about PAM the more I appreciate how volunteerism holds it all together.

Harold Wallbridge, Ph.D., C.Psych.
 Registrar
 Psychological Association of Manitoba
 584 Pembina Hwy., Suite 208
 Winnipeg, MB
 R3M 3X7

Practice & Self Care Resources



Wellness Together Canada

Wellness Together Canada was funded by the Government of Canada in response to the unprecedented rise in mental distress due to the COVID-19 pandemic. It provides mental health and substance use support, resources, and counselling with a mental health professional. This service is accessible 24/7 and is free for everyone.

ca.portal.gs



The Canadian Psychological Association

is offering psychological services to frontline health care workers free of charge.

<https://cpa.ca/corona-virus/psychservices/>



Mental Health Commission of Canada

Includes resources and tools sections for Health Care Workers

<https://theworkingmind.ca/healthcare-resources>

Dear Members,

For your information, this is the link to the latest orders from the Chief Provincial Public Health Officer regarding the vaccination of health care providers:

https://manitoba.ca/asset_library/en/proactive/20212022/orders-soe-vaccination-testing-designated-persons-09242021.pdf

Members registered with PAM and any students or volunteers under your supervision within government funded institutions or settings that involve “a funding agreement with the Government of Manitoba” are included in this order. This order is essentially the same as has been communicated to you before, although the latest version provides additional information. Members in private practice settings should read this order carefully to determine if they are covered by it (e.g., they accept work that involves government funding).

PAM continues to strongly recommend that any PAM member not covered by this order should support current public health guidelines requiring vaccination for those eligible by becoming fully vaccinated. Psychologists have an important leadership role in the community and supporting public health recommendations is part of that responsibility. Similarly, members of PAM should be mindful of any public statements they make and to ensure that any statements made regarding the public health response to the pandemic are informed by the best current evidence and preserve a positive perception of the profession of psychology.

Should I inform my clients of my vaccination status?

Your vaccination status is considered personal health information and as such you are not normally obliged to disclose this to clients, although you may be required to disclose your vaccination status to others, such as your employer, when required by this health order. Nevertheless, clients who are receiving in-person services from you may feel that knowing your vaccination status is important information in order to make an informed decision about working with you as a psychologist, so you should consider being prepared to respond to these types of questions from clients.

Can I require clients to inform me of their vaccination status?

The vaccination status of clients is not regarded as health information that is normally required in order for a member of PAM to provide psychological services, unless the member works in a setting that already requires this information (e.g., to enter a university campus).

Prior to offering in-person services, members may elect to ask clients to take the Shared Care COVID Screening Tool <https://sharedhealthmb.ca/covid19/screening-tool/> and to use this evaluation (which is designed to alert the user to a need for COVID screening) to determine if in-person services should be delayed or delivered remotely as an alternative. Members seeking more information about recent government orders or information on personal protection guidelines are encouraged to visit: <https://sharedhealthmb.ca/covid19/providers/>

Practice Reminder:**Private Practice Psychologists Providing any care in Hospitals/Health Facilities**

Psychologists in Manitoba who provide care in health region hospitals and health centres require medical staff privileges to practice at these sites, and are governed under provincial medical staff bylaws, parallel to physicians. Privileges are in place for those who are employed with the health region. Private practice psychologists have on occasion been asked by patients or hospital staff to provide clinical services on site to a patient. However, the psychologist can only go on site to provide this care if they have formal authorization to do so by the Chief Medical Officer of the region. A request by the patient or site staff does not provide the necessary authorization to provide clinical services at the facility. Temporary privileges may be granted in particular circumstances, and are determined on a case-by-case basis. Privileges are approved by the Chief Medical Officer in conjunction with the appropriate clinical program, which for psychologists is the Clinical Health Psychology program. The formal request can be submitted to the head of Clinical Health Psychology, currently Dr. Lesley Graff, for review with the appropriate CMO. Alternatives to providing care under the above circumstances are to wait until the patient is discharged, or for the patient to obtain medical clearance for an accompanied or unaccompanied pass to attend offsite appointments. A complaint may be filed with P.A.M. if a psychologist provides care at a health facility without the appropriate authorization.

Please tell us about yourself?

It is exciting to be the first PAM volunteer highlighted in the Manitoba Psychologist newsletter's 'Volunteer Spotlight'. My name is Kelly Penner Hutton and I obtained my PH.D. and became a Registered Clinical Psychologist a decade ago; although it doesn't seem that long ago that I was immersed in studying and internships. I am the Clinic Director of Peace of Mind Therapy and Consultation, a private practice that I started in 2016. It was my dream to develop a clinic and to work in a team with other dedicated therapists to assist individuals and families to overcome life's difficulties and lead healthier, happier lives.

When I began work in private practice after registration, I specialized in helping children and adolescents. But when I attended EMDR Therapy training, my interest in working with people of all ages who had experienced trauma and adverse life events grew. I immersed myself in professional development with a keen interest in complex trauma and dissociation. On my professional journey, I became a certified EMDRIA Approved Consultant and Trainer and have had the pleasure to work with a variety of mental health professionals as they learn and incorporate EMDR Therapy into their practice. My interest in adjunctive therapies led me to incorporate animal-assisted therapy. I now have a Golden Retriever trained as a facility dog and work with an equine therapy team at a local farm. This work is so rewarding! Currently my professional time is divided between equine therapy, in office and telehealth therapy services, supervision of C.Psych. and Psych. Associate Candidates, EMDR consultation, and EMDR Training. I love the variety that private practice affords!

What types of volunteer service(s) have you provided to PAM?

My first volunteer opportunity with PAM was as a committee member for oral examinations. I was excited to be a part of such an important step in the registration process. I could relate to how prospective members may feel as they reach this last step in their journey toward independent practice. My approach to oral examinations is to ensure that the examinee feels supported in their journey to becoming a professional psychologist, while at the same time ensuring that professional standards are met for independent practice. I have had the pleasure of serving on numerous oral examination committees. My enthusiasm for serving on these committees naturally led to my becoming the Chair of the Examinations committee.

At Peace of Mind Therapy and Consultation, I also give back to the profession by providing supervision to Ph.D. students and interns as well as to C.Psych. and Psych. Associate (IP) Candidates. Meeting individually with supervisees is an amazing experience. I love to watch their growth over time and be a part of their professional journey. Although I am often teaching, nurturing, and guiding supervisees in their development, I also learn so much from them! I delight in their exploration and learning, just like a proud parent (Circle of Security), but am also there when they need wise, kind hands to support and guide them.

Continued

Apart from the benefits to the profession, how has this volunteering been rewarding for you?

The professional relationships formed over the years have been very rewarding and I appreciate the supportive community we have through PAM. I enjoy meeting other psychologists that serve on these committees as well as renewing connections and friendships.

It is important to me to give back to our profession and I can't think of a better way to contribute than serving on oral examination committees and welcoming new colleagues.

What would you say to anyone contemplating contributing to PAM?

Each year we are fortunate to have more people entering the psychology profession in Manitoba. With the growth of our 'Manitoba psychology team', PAM would welcome more volunteers to serve as oral examination committee members and committee chairs, especially in specialty areas such as ABA, forensics, health, family, couples, school, and child psychology.

As Chair of the Examination Committee, I invite you to join me in becoming a committee member. I encourage you to give back to our professional body by sharing your knowledge to help build and maintain our professional standards through your contribution as a PAM volunteer. It is my hope that you will find it as rewarding as I have!

Farewell & Thank You

PAM council, committee members and staff would like to thank the following outgoing committee members for their time and expertise:

- Bill Davis, Ph.D., C.Psych stepped down this past summer after ten years as a member of the Registration & Membership Committee.
- James Newton, Ph.D., C.Psych stepped down this past spring after many years as Chair of the Nominations Committee.
- Leslie Ritchie, Ph.D., C.Psych recently stepped down after several years as a member of the Complaint Committee.



Association of State and Provincial Psychology Boards (ASPPB)

Please join us in congratulating the following PAM members on their appointments to the ASPPB Board of Directors:

- Jennifer Laforce, Ph.D., C.Psych was appointed as a Member at Large on October 14, 2021
- Alan Slusky, Ph.D., C.Psych remains the current President Elect



Council & Committee Appointments

Council

Anne-Marie Brown-De Gagne, Ph.D., C.Psych, Member at Large
Kent Somers, Ph.D., C.Psych, Member at Large
Kirsten Wirth, Ph.D., C.Psych, Member at Large

Complaint Committee

Carmen Bodkyn, Ph.D., C.Psych, Chair

Registration & Membership Committee

Kent Somers, Ph.D., C.Psych, Chair

Legislative Review

Sonia Marrone, Ph.D., C.Psych. (Chair)
Diane Hiebert-Murphy, Ph.D., C. Psych
Lorne Sexton, Ph.D., C.Psych
Kerri Walters, Ph.D., C.Psych
Hal Wallbridge, Ph.D., C.Psych

2022 Renewal **New** Deadline April 1, 2022

The 2022 Renewal will open in mid-February

PAM's legislated membership renewal deadline is April 1. Historically, PAM extended this deadline to April 30 as a courtesy, however, we have decided to make the registration deadline consistent with what is in the legislation. The 2022 renewal will open to members in mid-February and renewals must be submitted and dues paid by April 1, 2022 or late penalties will automatically be applied.

Paying by e-transfer:

Please remember that the email address for paying your dues by e-transfer is different than the regular PAM email. Payments are to be made to: cpmbpmt@mymts.net

Renewal Receipts:

The RIMS system cannot issue receipts to members who pay their dues using spousal or business accounts. In these instances, receipts must be prepared manually by the PAM office. The office attempts to create manual receipts as soon as possible but renewal time is busy. Please contact the office if you require a receipt.

Continuing Education Cycle Deadline- December 31, 2021

There are approximately two (2) months left to obtain continuing education hours. The current CE period ends on December 31, 2021. If you have not yet collected the minimum 20 hours, now is the time to address this.

Information on obtaining education hours, reporting education and preparing for an audit

For more information, please review the article written by the Continuing Education Committee that was published in the last [newsletter](#).

Oral Exam Application Changes:

PAM recently made some changes to the oral exam application deadline, exam scheduling and application requirements. [PAM Oral Exam Application](#)

Key Changes:

- Application Review Process: The Registration & Membership Committee now reviews oral exam applications received by the first of the month at their January, April and October meetings.
- Applications that are missing documentation, require follow-up or do not meet the total required number of supervision hours will be deferred to a future meeting.
- Exam Dates: October-June. Exams are not scheduled in July, August or September
- Current CV now required with application
- Ph.D. transcripts must be submitted prior to review of the oral exam application

Submitting Appraisal Forms and Hours **NEW!**

Hours: Historically, candidates were given the option of submitting their record of hours throughout their candidacy. This often resulted in duplication and made tallying more difficult. We now require candidates to keep track of their hours and submit the record of hours together with their oral exam application.

Tallying Hours: The *Record of Hours* form is now fillable and available on the PAM website. We no longer accept handwritten records of hours.

Appraisal Forms: Are not included in the changes listed above. Appraisal forms must continue to be mailed to the PAM office every six months during the supervisory period.

Forms are available [here](#)

Scheduling Examinations:

Jurisprudence

If you are ready to schedule the PAM Jurisprudence examination, please contact the PAM office. Information on the exam is available [here](#)

EPPP-1 (Knowledge) & EPPP-2 (Skills)

Registration as a Psychologist requires that you pass the Examination for Professional Practice in Psychology EPPP (Part 1-Knowledge) and EPPP (Part 2-Skills) with a scaled passing score of 500 or 70%. The exams should be taken prior to completing your post-doctoral supervision requirements. Once you are ready to register for the exams, please contact PAM and we will initiate registration through the Certemy registration system. Information about the EPPP is available on the Association of State and Provincial Psychology Boards website: www.asppb.net

Responding to the Pandemic: Reflections by Regulators



By Rebecca Durcan
June 2021-No. 257

While the pandemic is not yet over, reflections on how regulators have responded to, and can learn from, their pandemic experience is already happening. Last month the UK oversight body, the Professional Standards Authority (PSA) released its preliminary report entitled: *LEARNING FROM COVID-19: A case-study review of the initial crisis response of 10 UK health and social care professional regulators in 2020*. The report can be found at:

<https://www.professionalstandards.org.uk/publications/detail/learning-from-covid-19-a-case-study-review>.

Many of the points made in the report will be familiar to Canadian regulators including the following:

- Regulators rapidly changed their registration rules to quickly re-register recently retired practitioners and offer some sort of limited registration to recent graduates who did not meet all of the requirements in order to ensure sufficient health care staffing needs.
- Education programs worked with regulators to facilitate acceptance of remote and alternative ways of training future practitioners.
- Remote investigations and virtual discipline hearings became common.
- Regulators had to issue guidance and standards of practice on short notice without the usual consultation process. Some of those standards provided assurance to practitioners if they were not always able to meet the usual professional expectations and or comply with the usual safeguards for telepractice in the short term.
- Regulators learned to operate remotely and largely without paper documents.

However, there are a number of points made in the report that may be of interest to Canadian regulators as they conduct their own reflections.

Many regulators found that they were not able to involve clients and members of the public in their decision making as they had in the past. Consultation on proposed guidelines and standards of practice was often not feasible. This gap will need to be filled going forward regardless of the “we won’t be doing things the same way again” philosophy that has emerged.

There is a sense that on some issues the regulators and other stakeholders (e.g., public health authorities, health care institutions and employers) collaborated more closely than before. This was necessary and, in many ways, seen as positive. However, there is a risk of the regulators losing focus on their mandate and independence in order to make “the system work”.

There was also unique collaboration amongst regulators. For example, one of the case studies in the report discusses how pharmacies and social workers worked together in the “development of community pharmacies as ‘safe spaces’ for victims of domestic abuse, the prevalence of which rose markedly from the outset of the pandemic.”

In the past, the PSA had suggested that the mental health and welfare of practitioners was really the mandate of professional organizations, not regulators. The pandemic caused such strain on the welfare of practitioners in ways that jeopardized their ability to practice, that regulators took a much more active role in advocating for the wellness of practitioners. It is unclear at this time whether that will be seen as an ongoing role for regulators.

FOR MORE INFORMATION

This newsletter is published by Steinecke Maciura LeBlanc, a law firm practising in the field of professional regulation. If you are not receiving a copy and would like one, please contact: Steinecke Maciura LeBlanc, 401 Bay Street, Suite 2308, P.O. Box 23, Toronto, ON M5H 2Y4, Tel: 416-599-2200 Fax: 416-593-7867, E-Mail: info@sml-law.com

WANT TO REPRINT AN ARTICLE

A number of readers have asked to reprint articles in their own newsletters. Our policy is that readers may reprint an article as long as credit is given to both the newsletter and the firm. Please send us a copy of the issue of the newsletter which contains a reprint from Grey Areas.

While there are no statistics, it appears from the discussion in the report and our own anecdotal information that some of the UK regulators permitted a longer backlog of discipline cases to develop than many Canadian regulators.

The report identifies that an entry-to-practise competency for practitioners should include skills for managing emergencies, including making ethical judgments. By way of illustration of the latter, the report mentions that some regulators issued statements that it was unprofessional for practitioners to comply with blanket “do not resuscitate” orders that appear to have been issued in some facilities.

The pandemic has re-emphasized the value in practitioners from multiple health professions receiving joint training in some areas, particularly those related to shared standards (e.g., informed consent) and professionalism. Similarly, it may be time for all health professions to have a single code of conduct.

The pandemic also had a significantly disproportionate effect on racialized individuals and communities. The report noted that some regulators are looking quite seriously at their ability to help address this issue. For example, the medical regulator is examining its role in affecting not only its own handling of complaints about racialized practitioners, but also addressing the causes of increased complaints about them. The regulator is developing initiatives to reduce these systemic causes (e.g., racialized practitioners not being part of the “in group”). The medical regulator has also stated that “the pandemic has highlighted more than ever that a professionals [sic] individual health and well-being is central to their ability to deliver good care, and we must focus our attention on supporting the right environments to enable doctors to do so.”

The report has noted that the level of trust in health regulators by practitioners seems to have increased during the pandemic. This observation is consistent with the observation in Australia that practitioners reported a significant increase in their view that their regulatory body was doing all it could to protect the public and was trustworthy during the pandemic: (see the presentation of Paul Shinkfield and Alyssa King from Australian Health Practitioner Regulation Agency (AHPRA) on *Measuring strategic performance in regulation-Using data to demonstrate our value* put on by CLEAR at:

http://clearweb.drivehq.com/CLEAR_RegAdmin_webinar_Data_Demonstrate_Value_March25_2021.mp4

http://clearweb.drivehq.com/webinar_handouts/slides

[CLEAR_webinar_Data_Demonstrate_Value_March2021.pdf](#)).

For those interested in more information about the report, Douglas Bilton, Assistant Director, Standards and Policy, UK Professional Standards Authority for Health and Social Care will be making a presentation for CLEAR on the topic on June 15, 2021. See: <https://www.clearhq.org/> for more details.

CHANGE OF INFORMATION: OBLIGATIONS OF MEMBERSHIP

PAM requires that all members will report to the Association, within 30 days:

1. Any change in name;
2. Any change in home address, telephone number, or e-mail address;
3. Any change to place(s) of employment including the business address, telephone number, or e-mail address for each place of employment.

Please log in to the RIMS portal to update your profile information.

If your e-mail address has changed, log in with your old e-mail to access your account and update your information.

Changed Your Name?

The name you are using in practice needs to be the same as your name on the register.

If you have legally changed your name for any reason, you must update this information with the Association. You can email a copy of the legal document that shows your name change to pam@mymts.net

Changing your Registration Status-Active vs. Inactive

Members are reminded that they must notify PAM before they retire, resign, move out of province or switch to non-practicing or return to active practice status. PAM now has a fillable form for members who are switching to inactive status or retiring/resigning and it must be submitted to the office in advance of status changes.

Moving to non-practicing status- Psychologist and Psychological Associate Members

If you will no longer be practicing psychology in Manitoba, you must first apply to change your status to non-practicing. You may not practice psychology or use the title of psychologist, or any abbreviation or variation of this title, when on the non-practicing register.

Members must inform the Association before their non-practicing status takes effect. Please allow enough time to complete the above-mentioned form and for staff to update the registry.

Returning to practicing status:

Members currently on the non-practicing registry must inform the Association by email before returning to active status. Practicing registration must be in place before you return to practice. Please allow 7-10 days for processing of this status change request.

PAM COUNCIL AND COMMITTEE MEMBERS

Executive Council

Sonia Marrone, Ph.D., C.Psych. (President), Lorne Sexton, Ph.D., C.Psych. (Vice-President), Andy Lubusko, Ph.D., C.Psych. (Treasurer). Members at large: Kerri Walters, Ph.D., C. Psych, Kent Somers, Ph.D., C.Psych., Kirsten Wirth, Ph.D., C. Psych., Anne-Marie Brown-De Gagne, Ph.D., C. Psych.

Registration & Membership

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Examination

Kelly Penner Hutton Ph.D., C.Psych. (Chair)

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Legislative Review

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