

Report to the Annual General Meeting of
The Psychological Association of Manitoba (P.A.M.)

Wednesday, April 27, 2011

Submitted by: John L. Arnett, Ph.D., C. Psych

President, Psychological Association of Manitoba

I assumed the P.A.M. presidency on May 1, 2010 following the resignation of Dr. Teresa Sztaba from this position. I would like to begin by thanking Dr. Sztaba for her many years of exemplary service to P.A.M. in a variety of capacities, culminating in her election as President. I would also like to sincerely thank my P.A.M. Executive Council colleagues for their wise counsel and their tireless effort and outstanding work that they all have contributed to the Association throughout this past year. At this time, I would like to recognize the following Council members (in alphabetical order): Drs. Neal Anderson, Jeannette Fillion-Rosset, Teresa Sztaba, Grace Tan-Harland, Bruce Hutchison, and Hal Wallbridge. I also want to express my sincere gratitude and appreciation for a job extraordinarily well done by our Registrar, Dr. Alan Slusky. As you know, Dr. Slusky has in the past served as P.A.M. President and his extensive experience in psychology regulatory matters, both nationally and internationally, greatly facilitates the work of the Association as well as its relationship with government, other agencies, and the regulatory bodies of other disciplines. It's also important to acknowledge the important contributions of our administrative staff, including Ms. Launey Chudy (Assistant to P.A.M. Executive Council and the Registrar) and Ms. Lorna Leader (Assistant to the Complaints Committee), as well as our legal advisers, Mr. David Wright (Aikins, McCaulay & Thorvaldson LLP) to the P.A.M. Executive Council and Mr. Blair Graham (Thompson, Dorfman, & Sweatman LLP) to the Complaints Committee.

As you know, P.A.M. is a largely volunteer organization and its important work would not be possible without the generosity of time and effort shown by a number of Manitoba psychologists and lay individuals who serve on various P.A.M. Committees:

- **Registration and Membership Committee** [Drs. Hal Wallbridge (Chair), Andrea Kilgour, William Davis, Kent Somers, Donna Chubaty, and Graham Watson]

- **Complaints Committee** [Drs. Jaye Miles (Chair), Darryl Gill, William Leonhardt, Jule Henderson, Bruce Tefft, Ms. Sandra Hayhow, Dr. Neil Arnason (Public member), Ms. Val Stanowski (Public Member), and Mr. Herb Thompson (Public member)]
- **Inquiry Committee** [Drs. James Newton, Robert Martin, Michelle Warren, Linda Trigg, Diane Hiebert-Murphy, James Ediger, George Webster (Public member), Neil Craton (Public Member), and Mr. Ian Hughes (Public Member)]
- **Examinations Committee** [Dr. Naomi Berger (Chair)]
- **Publications Committee** [Drs. Neal Anderson (Chair), Morry A. Schwartz, and Alan Slusky]
- **Standards Committee** [Drs. Neal Anderson (Chair) and Gary Shady]
 - **Continuing Education Subcommittee of Standards** [Drs. Jane Bow (Chair) and Don Stewart]
 - **Jurisprudence Subcommittee of Standards** [Drs. Hal Wallbridge (Chair), Lesley Graff, and Alan Slusky]
- **Legislative Review Committee** [Drs. Jay Brolund (Chair), Michael Stambrook, Alan Slusky, and John Arnett (*ex-officio*)]

Over the past year, Executive Council has attended to a number of “business as usual” functions related to the general operation of the Association. This includes, for example:

- Attending to requests for information from government(s), various agencies, and the general public
- Responding to requests from the Office of the Manitoba Fairness Commissioner in relation to its work to ensure appropriate qualifications recognition of individuals educated and trained in other jurisdictions around the world (note: the record keeping and reporting requirements on P.A.M. in relation to the work of the Fairness Commissioner are quite extensive and thus have placed a significant demand on the information systems and time of the Association)
- Maintaining an office operation including managing staff, facilities, and equipment
- Working with the various P.A.M. Committees to facilitate the smooth operation of the Association

- Planning a budget and maintaining P.A.M.'s financial integrity
- Attending meetings with a variety of organizations
- Reviewing Appeals by individuals of decisions made by the Complaints Committee as per the Association's by-laws
- Attending to issues related to Standards, particularly with regard to alleged violations of the *Psychologists Registration Act*
- Reviewing and processing registration and membership applications
- Publishing Newsletters and holding Town Hall meetings
- Recruiting for vacancies on the various Committees
- Reviewing proposed legislation and legislative amendments related to psychology
- Reviewing proposals for changes in the examinations process
- Participating in meetings of the Association of State and Provincial Psychology Boards (ASPPB) in relation to the regulation of psychology both nationally and internationally as well as with the Association of Canadian Psychology Regulatory Organizations (ACPRO) regarding psychology regulation in Canada
- Etc.

Considering this sample of the usual activities of P.A.M. it should be evident that a considerable amount of time and effort is required on the part of the Executive Council which meets twice per month and conducts considerable business on behalf of the Association between meetings. Working as a team however has allowed us to accomplish these tasks in a manner that has been both professionally and personally rewarding for all of Council members.

As is the case with any regulatory body, the primary mandate of P.A.M. is to protect the public from sub-standard psychological services. It is not to advocate for psychology or to advance the professional interests of the discipline. These important advocacy functions are the responsibility of psychology's fraternal and professional associations and organizations. In Manitoba, the authority vested in P.A.M. to regulate psychology is a delegated authority (and responsibility) from government. In order for P.A.M. to protect the public it must be in a position to regulate the whole of psychology, not just component parts of the field. From a practical perspective, this has not been the case in Manitoba for reasons that I will now briefly outline.

As has been true for many psychology regulatory bodies in Canada and the United States, the regulation of professional psychology in Manitoba over the last quarter century or so has focused primarily on the regulation of clinical and counseling psychology. This has probably occurred because the largest numbers of professional psychologists seeking registration have consisted of clinical and counseling psychologists. As a consequence, “professional” psychology has tended to be seen as being composed of clinical and counseling psychologists. Consistent with this perspective, membership requirements to belong to regulatory bodies, including P.A.M., have been based substantially on a registration applicant being able to meet the accreditation standards established by APA and CPA that, as you know, were developed in order to assess and maintain the quality of clinical and counseling psychology educational training programs. While this regulatory approach worked quite well for the majority of professional psychologists seeking membership in the regulatory body (i.e. clinical and counseling psychologists), an unintended consequence of this approach, for all practical purposes, has been to largely exclude from membership a significant number of other professional psychologists such as school, ABA, and industrial/organizational psychologists. The educational and training programs of these psychologists do not always include all the requirements of the clinical and counseling psychology training programs. Thus, our current regulatory system tends to exclude from membership in the regulatory body a large number of professional psychologists who provide important services to the public but whom are not currently able to be regulated by P.A.M. This, of course, does not mean that these psychologists are not properly trained as professional psychologists but simply that they are not trained as clinical or counseling psychologists. The introduction of Manitoba’s *Regulated Health Professions Act (RHPA)* prompted Executive Council to carefully review and reconsider P.A.M.’s regulatory system, particularly in view of the intention by government to remove the exemption clause that currently permits governments and various institutions (e.g. hospitals, school systems, etc.) to designate individuals as “psychologists” who might not be eligible for registration as a “psychologist” by membership in P.A.M.

P.A.M. Executive Council has worked extensively on reviewing and revising psychology’s regulatory framework in Manitoba and has also been in communication with other provinces regarding their approaches to regulatory reform to help ensure regulatory symmetry and psychologist mobility across Canada. We have been working to develop a roster/register system of regulation that would significantly broaden the traditional definition of a “professional” psychologist. In this system, each area of professional psychology would have a specific **title** (e.g. school, clinical, counseling, ABA, Industrial/organizational, etc. psychologist), **scope of practice**, **minimum educational and training requirements**, and **examination processes** that would be worked out collaboratively by P.A.M. and the specific designated areas of psychology.

Individual psychologists could be on multiple rosters/registers and use multiple titles if they met the criteria for membership on the various rosters/registers. The privilege of performing the designated *RHPA* Reserved Acts would be afforded to membership rosters/registers where the training justified the privilege of performing these acts in the context of public safety. The criteria for membership on some rosters/registers would likely be quite similar (e.g. clinical and counseling psychology) while for other areas of psychology the criteria would likely be significantly different (Counseling compared to Industrial/Organizational psychology). This approach to regulation would have to be approved by government as, as noted earlier, all regulatory authority is delegated to self-regulatory bodies by government.

Another major initiative over the past year has involved working with the Manitoba Association of School Psychologists (M.A.S.P.) in an effort to work out an agreement that would bring school psychology within the overall psychology regulatory framework in Manitoba. As many of you know, discussions between P.A.M. and M.A.S.P. have gone on for many years without a successful resolution. Thus I am very pleased to be able to report to you that an agreement between P.A.M. and M.A.S.P. has been reached that will bring school psychology within the psychology regulatory framework in Manitoba. Moreover, this achievement provides a tangible example of the potential for success utilizing the new roster/register regulatory framework outlined above in which different criteria may be utilized with different areas of psychology in the regulation of professional psychology.

Working collaboratively with M.A.S.P., with the assistance of a facilitator, the agreement includes the following elements:

- School psychologists will use the title “Registered School Psychologist”
- The minimum educational standard will be a Master’s Degree
- Registered School Psychologists will have the privilege of performing the Reserved Acts in the new RHPA of communicating a diagnosis and performing a psychosocial intervention provided that competency to perform these functions has been demonstrated (and subject to government granting the discipline of psychology more generally the privilege of performing these functions [which is expected])
- The Registered School Psychologist’s privileges regarding the performance of Reserved Acts will be granted based on competence to perform these acts and not restricted solely on the basis of the title of Registered School Psychologist or the school psychologist’s degree
- P.A.M. and M.A.S.P. will work collaboratively to develop the scope of practice

The Manitoba Association of School Psychologists agreed to the title “Registered School Psychologist” and Master’s level entry to practice provided that:

- The use of the title Registered School Psychologist will not impede the school psychologists’ mobility or their performance of reserved acts within Canada
- Access to psychological services for schools, children, adults, families, government agencies, and institutions will be maintained or improved
- P.A.M. and M.A.S.P. will continue to collaborate as equal partners to resolve outstanding matters including:
 - Scope of practice
 - Supervised experience requirements
 - Examination requirements
 - A mutually agreeable “grandfathering” clause be developed to bring permanently certified school psychologists with the required years of experience into the regulatory body
 - Registered school psychologists will have appropriate representation in the governance structure of the regulatory body

While much has been accomplished over the past year, much work remains to be done. This work includes, but is certainly not limited to, several ongoing projects. For example, P.A.M. has to finalize the provisions of the agreement with M.A.S.P. We also need to work with other psychology constituencies to work out arrangements with those areas to bring them within the regulatory framework. P.A.M. needs to keep careful watch to ensure that various psychology constituencies are not denied the appropriate use of the title “psychologist” in the context of the withdrawal of the exemption clause in legislation. We need to ensure that the implementation of the new *Regulated Health Professions Act (RHPA)* and the regulations associated with it are implemented in a manner that permits psychologists to practice fully within their areas of expertise and competence.

In closing, I would like to sincerely thank my colleagues on the P.A.M. Executive Council for their hard work and dedication to the Association over this past year. I would also like to express my best wishes to my Council colleagues who are now leaving Council and wish them all the best in their future pursuits. I want to thank the support staff, Launey Chudy and Lorna leader, and Registrar Alan Slusky for their hard work and dedication to P.A.M. Last, but certainly

not least, I want to thank all the psychologist and lay members of the various P.A.M. Committees for their hard work and dedication without whom, the important work of the Association would simply not be possible.

Respectfully Submitted,

John Arnett, Ph.D., C. Psych.

President