

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

Wednesday, April 25, 2012

Submitted by: John L. Arnett, Ph.D., C. Psych
President, Psychological Association of Manitoba

I would like to begin by sincerely thanking my P.A.M. Executive Council colleagues for their extraordinary contributions to the Association during this past year. At this time, I would like to personally recognize the following Council members: Drs. Neal Anderson, Grace Tan-Harland, Bruce Hutchison, Andrea Kilgour, Jennifer LaForce, and Mirosław Gryco. I also want to express my sincere appreciation to our Registrar, Dr. Alan Slusky, for his always superb judgment and counsel as well as his hard work throughout the year on behalf of the Association. Alan's skill and outstanding working relationship with government, various non-governmental agencies, and all Canadian regulatory bodies of psychology, as well as the regulatory of bodies of other disciplines, greatly facilitates the work of the Association. I also want to express my sincere appreciation to our outstanding legal advisers, Mr. Ted Bock from Aikins, McCaulay & Thorvaldson LLP who, since the departure of Mr. David Wright, has provided excellent counsel to the P.A.M. Executive Council and to Mr. Blair Graham from Thompson, Dorfman, & Sweatman LLP who has contributed enormously for many years to the important work of the Complaints Committee. As all of you well know, the success of any organization depends significantly on the good work of administrative staff. Therefore, I want to acknowledge and express my appreciation to P.A.M.'s administrative staff whose important work contributes greatly to the success and effectiveness of the Association. Ms. Andrea Slusky has served as Assistant to P.A.M. Executive Council and the Registrar for the last many months, Ms. Lorna Leader has been the Assistant to the Complaints Committee. And Ms. Shirley Nicholson has provided bookkeeping services to the Association.

P.A.M. is, in large measure, a volunteer organization and its self-regulatory work would simply not be possible without the generosity of time and effort given freely by many Manitoba psychologists and lay individuals alike who serve on the various P.A.M. Committees. At this time I want to express my sincere appreciation and acknowledge the significant contributions of the following individuals for their work on these Committees:

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

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

- Maintaining P.A.M.'s administrative office
- Budgeting and maintaining P.A.M.'s financial integrity
- Reviewing and processing registration and re-registration membership applications
- Publishing P.A.M. Newsletters
- Recruiting for vacancies on the various Committees
- Maintaining contact and open communication with government

- Attending meetings of the regulated health professions
- Responding to requests from the general public
- Attending meetings organized by the Office of the Manitoba Fairness Commissioner
- Working with the various P.A.M. Committees
- Reviewing Appeals by individuals of decisions made by the Complaints Committee
- Attending to possible Standard violations, particularly with regard to possible violations of the *Psychologists Registration Act*
- Maintaining a watching brief on the evolution of the *Regulated Health Professions Act (RHPA)*
- Attending and representing P.A.M. at meetings of the Association of State and Provincial Psychology Boards (ASPPB) in relation to the regulation of psychology both nationally and internationally
- Attending and participating in meetings of the Association of Canadian Psychology Regulatory Organizations (ACPRO) regarding psychology regulation in Canada
- Etc.

The above activities are but a portion of the usual activities of P.A.M. Thus, as you can well imagine, a considerable amount of time and effort is required on the part of staff and the Executive Council, which meets on average every second week, to conduct the wide range of activities required of the Association.

P.A.M. Executive Council continues to work on reviewing and refining the Roster system of regulating the practice of psychology in Manitoba and maintaining communication with other provinces regarding our conceptualized regulatory reforms to in order to help ensure the maintenance of regulatory symmetry and psychologist mobility across Canada. As you will recall, the Roster approach significantly broadens the traditional definition of what constitutes a “professional” psychologist beyond just clinical and counseling psychology and, thus, is intended to be more respectful and inclusive of the broad range of professional psychologists trained in our disciplines’ institutions of higher education. The Roster system is also designed to more clearly differentiate professional psychology into the disciplines’ various areas of focus, thereby enhancing public protection by better informing the public so that they may make a more informed choice of the most appropriate psychologist for their specific needs. Under the

Roster system, each area of professional psychology will be designated by a specific title that more descriptively reflects their professional area(s) of competence (e.g. school, clinical, counseling, ABA, Industrial/organizational, etc. psychologist), will have a defined scope of practice for the area as well as the requirement to meet minimum educational and training requirements, and to successfully complete appropriate examination processes for registration in the area. In this system, individual psychologists may be registered on multiple Rosters and thus be permitted to use multiple titles, provided that they meet the criteria for membership on each of the various Rosters. The details of title, scope of practice, minimal educational and training requirements, and the examination process will be worked out collaboratively by P.A.M. and each of the specific designated areas of professional psychology practice. The privilege of performing the designated *RHPA* Reserved Acts will be afforded to membership Rosters where the education and training justify 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 contrasted with Industrial/Organizational psychology). This approach to professional regulation will, of course, have to be approved by government as all regulatory authority is delegated to self-regulating professional bodies by government.

I am pleased to report that P.A.M.'s discussions with the Manitoba Association of School Psychologists (M.A.S.P.) are nearing successful completion. However, until all the details are worked out and they are accepted by various government departments (i.e. Health and Education), complete resolution of the matter remains a work in progress. As you will recall, the objective was to work out an agreement that would bring the regulation of school psychology within the overall psychology regulatory framework in Manitoba. Considering that this has been a 30 year project so far, I believe that we are now very close to a successful resolution of the matter. Moreover, the process that was followed in the discussions with MASP provides a tangible example of the potential for success utilizing the new Roster regulatory framework. The specific details of the resolution remain as I outlined them in my Presidents Report last year, and hence I will not repeat them here.

I can also report that discussions are about to commence with the Applied Behaviour Analysts (ABA) group represented by the Manitoba Association of Behaviour Analysts (MABA). MABA has presented an initial proposal to P.A.M. that P.A.M. Executive Council is presently studying.

Most, if not all of you by this time, are aware that P.A.M. has introduced a new Registry Information Management System (RIMS) for P.A.M. registration and registration renewal. This system was implemented with the intent of reducing inefficiencies and resource costs (paper,

stationery, postage, and staff support time) as well as late renewals secondary to misplacing registration forms and late deliveries by Canada Post. The system that we adopted was originally designed for the Nova Scotia Psychology Board by SavvyTechWorx that has among its clients such organizations as Canada Post, UPS and FedEx. Security and ease of use were among our primary considerations. I would also point out that the system that P.A.M. adopted is consistent with the security requirements stipulated by the Winnipeg Regional Health Authority (WRHA), Manitoba e-Health, and the Government of Manitoba. By adapting a system that had already been developed for another psychology regulatory board we were able to acquire the system at a substantially reduced, and very modest, cost of \$4000. As you probably already know, the system permits you, as Registrants, to:

- Logon and change your own contact information
- Log and maintain a record of your Continuing Education Activities as they occur
- Renew registration online and pay with credit cards
- Store your information in a web-based system

As the system is new and has significant adaptive capability, P.A.M. welcomes your comments on how it might be further improved and modified to best meet your needs.

A comprehensive Code of Conduct draft document intended to govern the activities of Registrants is currently in the process of review by P.A.M. It has already been reviewed and modified by the P.A.M. Complaints Committee and is currently being carefully studied by P.A.M. Executive Council before being sent to the general membership for comments and suggestions.

The Manitoba Association of Marriage and Family Therapists (MAMFT) has approached P.A.M. regarding the possible regulation by P.A.M of Manitoba's marriage and family therapists. In Canada, Quebec is the only Province that currently regulates marriage and family therapists. However, the British Columbia College of Psychologists is considering the regulation of marriage and family therapists within their College. The MAMFT consists of approximately 50 full members, 50 associate members, and 50 students. The University of Winnipeg serves as the academic base for the educational program which appears to be a fairly rigorous program. Marriage and family therapists are employed in a variety of settings including clinics, agencies, and private practice. Consideration of their request is currently under review by P.A.M. Executive Council.

P.A.M. has extended the time period for Temporary Registration for the practice of psychology in Manitoba from 15 days to 30 days. This change permits the utilization of the Inter-jurisdictional Practice Certificate (IPC) which is an Association of State and Provincial Psychology Boards (ASPPB) sponsored mobility tool for temporary registration. Utilizing the IPC means that documentation vetting and primary source verification is done by ASPPB.

P.A.M. Executive Council approved for use in Manitoba the Model Standards for Telepsychology Service Delivery that were adopted on June 4, 2011 by the Association of Canadian Psychology Regulatory Organizations (ACPRO). These standards recognize that with technological advances in telecommunications, health services are no longer always delivered in person. The standards maintain that psychologists are expected to practice according to applicable national and provincial ethical codes, practice standards within their home jurisdictions, and in accordance with local laws and regulations. Psychologists providing telepsychology services are expected to maintain a license/registration in "good standing" in their home jurisdiction, ensure that they are legally entitled to deliver telepsychology services outside their home jurisdiction when they do so, inform clients to whom they may make a complaint if they wish to do so, be familiar with the local laws and practice standards in the jurisdiction where the telepsychology service is offered, carry appropriate liability insurance, be competent in the technology with which the service is being delivered, minimize the risk of someone impersonating a client and thereby gaining access to confidential health information, and make plans with clients about what will happen in the event of a technological failure.

Over this past year, P.A.M. Executive Council has carefully reviewed the Association's banking arrangements and, following this review, decided to transfer our accounts from the Royal Bank of Canada to the Steinbach Credit Union (SCU). SCU offered lower service fees and higher interest rates on Association accounts. The security of the Association's accounts is 100% protected by the Deposit Guarantee Corporation of Manitoba which actually affords better protection than does the Canadian Deposit Insurance Corporation (CDIC) that protects commercial bank accounts in Canada, including those of the Royal Bank.

As you are well aware, the work of the Association is always ongoing, given changes in practice standards, the introduction of new laws and regulations that affect psychology, changes in the roles and activities of the various areas of professional psychology, and the maintenance of appropriate regulatory control necessary to protect the public. One very important responsibility and source of considerable work for P.A.M. going forward relates to the implementation of the regulation of psychology under the *Regulated Health Professions Act (RHPA)* that will occur in the second phase of the *RHPA* implementation process. P.A.M. needs to be ever vigilant to ensure that with the implementation of the *Act* and its regulations that all

psychologists are permitted to practice fully within their areas of expertise and competence and to ensure that no appropriately educated psychologist is inadvertently denied the privilege of using the title “psychologist” through an oversight or inadvertent omission.

In closing, I would once again like to sincerely thank my colleagues on P.A.M. Executive Council for their hard work and dedication to the Association over this past year. I also, once again, want to thank the psychologists and lay members of the various P.A.M. Committees for their hard work and dedication. As you know, Executive Council Members, as well as the psychologists and lay members who participate on the various P.A.M. committees are all volunteers and it is their dedication that makes the work of our self-regulating profession possible. Thank you.