

Report to the Annual General Meeting of  
The Psychological Association of Manitoba (PAM)

Wednesday, April 19, 2017

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

President, Psychological Association of Manitoba

This past year has been a very eventful year for PAM. PAM has hired a new part-time Administrative Assistant to staff our new office, there has been significant succession planning with regard to the legal services provided to the Complaints Committee, a new bookkeeper is now in place and providing assistance to the PAM Treasurer and Council, and with the assistance of a number of volunteers and our external consultant, PAM has continued to make excellent progress on the development of the extensive documentation and processes required for psychology to be included in the *Regulated Health Professions Act (RHPA)*. This additional work, as well as the continuation of PAM's normal business activities as the regulator of psychology practice in Manitoba, has been accomplished without increasing PAM membership dues. I would also like to acknowledge the substantial assistance provided by the Manitoba Association of School Psychologists (MASP), and particularly by the MASP President Dr. Barry Mallin, for clarifying issues raised by government with regard to the work of school psychologists within the public school system in Manitoba.

As I've said many times, PAM functions largely as a volunteer organization and thus I would like to express my appreciation and gratitude to the many public volunteers and psychologists who generously contribute their time in order to make it possible for psychology to be a self-regulating health profession in the Province of Manitoba. This includes my colleagues on PAM Executive Council and the psychologists and public members who serve on PAM's nine Committees and Subcommittees. I also want to express my appreciation to our Registrar, Dr. Alan Slusky, for his dedication and excellent work on behalf of PAM, our legal team that includes Mr. Ted Bock from Aikins, McAulay & Thorvaldson LLP who provides legal advice to PAM's Executive Council and to Mr. Blair Graham and Andrea Doyle from Thompson, Dorfman, & Sweatman LLP who provide legal counsel to the Complaints Committee. As many of you know, Mr. Graham has contributed enormously to the work of the Complaints Committee for many years and is now in the process of mentoring Ms. Doyle as she assumes increasing responsibility for the legal requirements of the Complaints Committee. We look forward to continued collaboration with Mr. Graham and to working with Ms. Doyle well into the future. I

also want to thank Ms. Doreen Phimister who serves as the Assistant to the Complaints Committee for her outstanding contributions to the functioning of the Committee. I also want to thank Ms. Ginny Campbell who is our new Administrative Assistant who works part-time in the new PAM office at 584 Pembina Highway.

I also want to acknowledge the contributions of Ms. Shirley Nicholson who had served as PAM's bookkeeper for many years and welcome Mr. Grant Tarr as PAM's new PAM bookkeeper.

PAM's major work is conducted through PAM Executive Council, the Registrar, and the ten PAM Committees and sub-committees of the Association. I want to acknowledge these individuals and express the sincere appreciation of the Association for the significant contributions that they make to PAM.

### **PAM Executive Council**

Drs. John L. Arnett (President), Grace Tan-Harland (Vice President), Jennifer Laforce (Treasurer), Donna Chubatty (Member-at-Large), Diane Hiebert-Murphy (Member-at-Large), Andy Uubusko (Member-at-Large), Morry A.J. Schwartz (Member-at-Large)

### **Registrar**

Dr. Alan Slusky

### **PAM Committees**

- **Registration and Membership Committee:** **Drs. Donna Chubaty (Chair)**, William Davis, James Ediger, Lesley Ritchie, Kent Somers, Hal Wallbridge, and Graham Watson
- **Complaints Committee:** **Dr. Daryl Gill (Chair)**, **Dr. Neil Arnason** (Public member), Drs. Lois Edmund, Steve Feldgaier, Adrienne Leslie-Toogood, Linda Rhodes, Mr. Glen Matsumoto (Public Member), Ms. Val Stanowski (Public Member)
- **Inquiry Committee:** **Drs. James Newton (Chair)**, Neil Craton (Public Member), James Ediger, Lesley Koven, Linda Trigg, Mr. Ian Hughes (Public member), Dr George Webster (Public Member)
- **Examinations Committee:** Drs. Anne-Marie Brown DeGagne (Chair), Michael Burdz, James Ediger, and Carey Mintz
- **Publications Committee:** **Drs. Donna Chubatty (Chair)** and Alan Slusky

- **Standards Committee: Drs. Hal Wallbridge (Chair) and Gary Shady**
  - **Continuing Education (subcommittee of Standards Committee): Drs. Jane Bow (Chair) and Don Stewart**
  - **Jurisprudence Examination (subcommittee of Standards Committee): Drs. Hal Wallbridge (Chair), Lesley Graff, and Alan Slusky**
- **Legislative Review Committee: Drs. Diane Hiebert-Murphy (Chair), Michael Stambrook, Alan Slusky, and John Arnett (ex-officio),**
- **Nomination Committee: Dr. James Newton**

The day-to-day work of PAM has continued throughout the past year and consumes a considerable amount of time. This includes, for example, responding to requests for information from the general public as well as various government agencies and commissions, receiving and responding to complaints, attending meetings locally, nationally, and internationally related to the regulation of psychology, receiving and processing membership applications, publishing a newsletter, conducting jurisprudence examinations, staying informed about legislative proposals related to the practice of psychology, responding to and contributing to requests for comment and suggestions from other psychology regulators both nationally and internationally, making recommendations to government regarding legislation related to the practice of psychology, etc. In addition to these routine operations considerable work has been done on a number of specific initiatives over the past year, including but not limited to the following:

1. The pace and amount of work associated with Psychology's inclusion in the *Regulated Health Professions Act (RHPA)* has picked up considerably this year. As you may know, at this time the only health profession legally included under the RHPA is the College of Audiologists and Speech – Language Pathologists of Manitoba (CASLPM). Their inclusion under the RHPA was greatly facilitated by the assistance of a consultant, Mr. David Hodgson, whom PAM has now hired to assist psychology navigating the path to inclusion in the RHPA. David's knowledge of government processes in general and his specific experience in successfully guiding the audiologists and speech-language pathologists through the process of inclusion under the RHPA has proven to be invaluable to psychology in moving the process along. His wise counsel, however, has not diminished the tremendous amount of work required. For example, the process of bringing psychology under the RHPA requires the development of new standards of practice, membership categories,

regulations, a continuing competence program, practice directives, a code of ethics, by-laws, petitioning for and justifying the requests to perform the relevant reserved acts, outlining the rules for incorporation, planning for the removal of certain exemptions included in the current Psychologists Registration Act., etc. As you would expect, this work requires substantial time to first think through the issues and then to prepare preliminary drafts of the required documentation and then to obtain preliminary government approval of the work that has been done. To further complicate the process there was, as you know, a change in the provincial government in Manitoba and the new government needed time to first consider the whole process and then to make revisions to elements of the process. Despite all this we are progressing very well, although the time to final completion and incorporation under the Act is still not absolutely known.

2. As I mentioned in my report last year, the *Personal Health Information Act (PHIA)* is up for review and possible revision. One of the things that PAM has raised with the Legislative Branch of Manitoba Health has been revisions to PHIA that would protect PAM members from being pressured to release copyrighted raw test protocols in violation of the conditions that were agreed to when the tests were purchased from the publishers or distributors. PAM continues to advise that copyrighted raw test materials should only be released under a specific court order, unless they are to be released to a qualified practitioner. However, as noted previously, the legal opinion obtained by PAM suggests that without changes to PHIA the authority to refuse to release the test materials may be problematic. As I have also previously stated, in some provinces specific language in their health information legislation protects psychologists from being compelled to release raw test protocols. This is the type of legislative change that PAM has been seeking from Manitoba Health with respect to PHIA. Two factors appear to have slowed down the review and revision of PHIA and hence PAM's suggestions for changes. One is the change in the government following the last election. The other is the relative paucity of human resources in the Legislative Branch of Manitoba Health relative to the workload which includes, among many other things, moving along the Regulated Health Professions Act, which is an enormous project all by itself. Nevertheless, PAM will continue pursuing the required legislative changes of PHIA that are necessary to protect PAM members from being pressured to do what they have legally agreed not to do.
3. I am very pleased to report that over the last year there has been a significant renewal of the Complaints Committee that includes the addition of a number of new

and highly qualified members and a redistribution of the temporal activities of the legal support team. Mr. Blair Graham has decreased his direct time involvement with the committee with this time having been reallocated to Ms. Andrea Doyle who is being mentored by Mr. Graham. The net impact of this change has been a continuation of the outstanding legal representation provided to the committee at reduced and sustainable cost. The new Chair of the Complaints Committee, Dr. Daryl Gill, has done an outstanding job in the complex and very difficult role and we are all grateful to him for his commitment to PAM.