

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

Wednesday, April 23, 2013

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

President, Psychological Association of Manitoba

This past year the P.A.M. Executive Council has worked very hard and accomplished a great deal on behalf of Association in relation to the regulation of psychology in Manitoba. Thus I want to personally express my appreciation to my Council colleagues for their extraordinary contributions during the past year. At this time, I want to recognize the following Council members: Drs. Neal Anderson, Grace Tan-Harland, Bruce Hutchison, Andrea Kilgour, Jennifer LaForce, and Miroslaw Grygo. In September 2012, following the resignation of Dr. Andrea Kilgour from Council, Dr. Donna Chubaty joined Council and got up to speed very quickly and has contributed enormously since that time. I also want to express my sincere appreciation to our Registrar, Dr. Alan Slusky, for always being abreast of psychology developments internationally, nationally, and in Manitoba and applying this knowledge with great skill and judgment to provide wise and practical advice to P.A.M. Executive Council. I also want to express my sincere appreciation to P.A.M.'s excellent legal team; Mr. Ted Bock from Aikins, McAulay & Thorvaldson LLP who provides excellent legal advice to the P.A.M. Executive Council and to Mr. Blair Graham from Thompson, Dorfman, & Sweatman LLP who has contributed over many years to the important work of the Complaints Committee, which, as you know, is a crucial Committee in the maintenance of professional self-regulation of the discipline. As all of you well know, the success of any organization depends significantly on the good work of administrative staff. P.A.M. is also very appreciative of the work of the administrative staff who contribute a great deal to the success and effectiveness of the Association. Ms. Lorna Leader has served as the Assistant to the Complaints Committee and Ms. Shirley Nicholson has provided bookkeeping services to the Association.

The majority of P.A.M.'s work is carried out by non-paid Manitoba psychologists and lay individuals who generously give their time and effort by serving on the various P.A.M. Committees. 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. Donna Chubaty (Chair), Andrea Kilgour, Hal Wallbridge, William Davis, Kent Somers, and Graham Watson]
- **Complaints Committee** [Drs. Michael Stambrook (Chair), Daryl Gill, Gail Robertson, Bruce Tefft , Greg Tkachuk, Geri Brousseau 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*)

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

- Maintaining P.A.M.'s administrative office
- Seeking formal office space for the Association
- Budgeting and maintaining P.A.M.'s financial integrity
- Arranging for 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 for vacancies on the various Committees
- Maintaining contact and open communication with government and other psychology regulatory organizations
- Regularly attending meetings of the regulated health professions
- Attending to requests for information and complaints from the general public and Members of the Association
- Attending meetings with the Office of the Manitoba Fairness Commissioner
- Working with the various P.A.M. Committees
- Reviewing Appeals made by individuals of decisions rendered by the Complaints Committee
- 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

The above activities represent some of the highlights of the activities of P.A.M. throughout the year. This work requires a significant amount of time and effort by the Registrar, staff, and the Executive Council, which, on average, met every second week over the past year.

The Roster system of regulating the practice of psychology in Manitoba is now widely regarded by P.A.M. registrants as being a fair way to proceed with psychology regulation. There is also little doubt that this new approach to regulation has facilitated discussion with and inclusion of groups of psychologists that had previously been excluded from P.A.M. registration. While the previous regulatory system theoretically provided the opportunity for P.A.M. to enroll non-clinical and non-counseling psychologists, the clinico-centric focus of the system practically excluded large numbers of psychologists from registering. As noted in my President's Report

last year, the Roster approach to professional regulation will, of course, have to be approved by government. However, this is not expected to be a major problem as the *Regulated Health Professions Act (RHPA)* provides for different categories of registrants.

P.A.M.'s discussion with the **Manitoba Association of School Psychologists (M.A.S.P.)** is in the critical final stage and we will know very soon whether we have been able to reach consensus on the remaining outstanding issue related to practice experience supervision of school psychologist candidates. If we successfully reach consensus we will approach government for instructions on the next steps required to implement the agreement. P.A.M. and M.A.S.P. have agreed on the "grand-parenting" provisions that will ensure that significant numbers of currently practicing school psychologists will be eligible for registration. We have also agreed that non-grand-parented school psychologist applicants for registration will be required to have earned at least a Master's Degree in either Psychology or School Psychology at an accredited educational institution, obtained permanent certification as a school psychologist by Manitoba Education, and successfully completed the Examination for Professional Practice in Psychology (EPPP), the jurisprudence examination, and an oral examination. Candidates for registration will also have to provide satisfactory Child Abuse Registry and Criminal Records Check documentation. The required supervised practice experience (half of which is obtained following Manitoba Education certification as a school psychologist) is the one remaining outstanding issue. At the outset of negotiations between P.A.M. and MASP it was clearly understood that consensus on all issues was required or the entire agreement would be set aside. Much progress has been achieved after nearly 30 years of discussion and hopefully consensus will be achieved so that school psychologists may join the psychology regulatory community in the near future.

I am also very pleased to report that discussions with the **Manitoba Association for Behaviour Analysis (MABA)** have been very productive and have led to agreement on the key regulatory issues related to title as well as the educational, supervision, and examination requirements for registration.

Regarding nomenclature, the titles Registered Applied Behaviour Analysis Psychologist and Registered Applied Behaviour Analysis Psychological Associate have been adopted in this Roster area.

There has been agreement on matters related to the Scope of Practice of applied behavioural analysis psychology which states that:

"The scope of practice of applied behaviour-analysis psychology involves the application of the principles, methods, and procedures of the experimental analysis of behaviour and applied

behaviour analysis (including principles of operant and respondent learning) to assess and improve personally and socially important human behaviours. It applies these principles, methods, and procedures to:

- (a) The design, implementation, evaluation, and modification of treatment programs to change behaviour (verbal, non-verbal, private and public behaviour) of individuals;
- (b) The design, implementation, evaluation, and modification of treatment programs to change behaviour of groups; and,
- (c) During consultation aimed at building the self-help capacity of individuals and organizations.

Qualifying educational, examination, and supervision requirements have also been agreed to and include the following for the **Applied Behaviour Analysis (ABA) Roster**:

**I. The standards to qualify for the designation of Registered Applied Behavioural Analysis Psychologist include the following:**

Receipt of a **Doctoral degree** from a recognized educational program that meets the following requirements:

1. Demonstrated competence through undergraduate and/or graduate coursework in ethics, research design, quantitative methodology, and in the five core content areas of psychology (Minimum course load in each area to be defined).
  - Biological bases of behaviour (e.g. physiological psychology, comparative psychology, neuropsychology, psychopharmacology)
  - Cognitive-affective bases of behaviour (e.g. learning, sensation, perception, cognition, thinking, motivation, emotion)
  - Social bases of behaviour (e.g. social psychology, cultural, ethnic and group processes, sex roles, organizational and systems theory)
  - Individual behaviour (e.g. personality theory, human development, individual differences, abnormal psychology)
  - Historical and scientific foundations of general psychology.

The educational program must also involve at least one continuous academic year of full time residency at the university/institution at which the degree is granted and involve training by (predominantly) Licensed Psychologists.

2. Demonstrated competence in applied behaviour analysis through graduate coursework as follows:

- Coursework will be composed of no less than five 3-credit hour (or equivalent) courses in applied behaviour analysis, and practica, thesis, and candidacy exam which are behaviour analytic in content, offered by the recognized educational program.

3. The successful completion of an approved practicum or supervised experience in the practice of applied behaviour analysis, totaling at least 3000 hours of professional experience over a period of not less than two calendar years, of which at least 200 hours are in direct 1:1 supervision contact with the supervisor. To qualify for registration as a psychologist an applicant must have at least two years of full time supervised professional experience in the practice of psychology, during which period he or she was engaged in the provision of services in the area of Applied Behaviour Analysis. One of the two years of supervised professional experience may have occurred at the pre-doctoral stage of the applicant's career.

The supervision referred to in this section must have been direct and continual supervision and must have been conducted (a) in accordance with the rules, regulations and guidelines of the Psychological Association of Manitoba pertaining to the supervision of psychological associates, psychological candidates and non-registered persons; and (b) by a person who, at the time the supervision was provided, was registered as a Registered Applied Behavioural Psychologist by the Association or registered to practice psychology independently in another jurisdiction with established expertise in applied behaviour analysis.

4. The successful completion of the EPPP according to criteria defined by ASPPB and the Psychological Association of Manitoba.
5. The successful completion of a Jurisprudence examination and an oral examination.
6. Provision of satisfactory Child Abuse Registry and Criminal Records Check documentation.

**II. The standards to qualify for the designation of Registered Applied Behavioural Analysis Psychological Associate (Independent Practice) include:**

A **Masters degree** from a recognized educational program that meets the following requirements:

1. Demonstrated competence through undergraduate and/or graduate coursework in ethics, research design, quantitative methodology, and in the five core content areas of psychology (Minimum course load in each area to be defined).

- Biological bases of behaviour (e.g. physiological psychology, comparative psychology, neuropsychology, psychopharmacology)
- Cognitive-affective bases of behaviour (e.g. learning, sensation, perception, cognition, thinking, motivation, emotion)
- Social bases of behaviour (e.g. social psychology, cultural, ethnic and group processes, sex roles, organizational and systems theory)
- Individual behaviour (e.g. personality theory, human development, individual differences, abnormal psychology)
- Historical and scientific foundations of general psychology.

The educational program must also involve at least one continuous academic year of full time residency at the university/institution at which the degree is granted and involve training by (predominantly) Licensed Psychologists.

2. Demonstrated competence in applied behaviour analysis through graduate coursework as follows:

- Coursework will be composed of no less than five 3-credit hour (or equivalent) courses in applied behaviour analysis, practica and a thesis development course which are behaviour analytic in content, offered by the recognized educational program.

3. The successful completion of an approved practicum or supervised experience in the practice of applied behaviour analysis, totaling at least 6,000 hours of professional experience over a period of not less than four calendar years, of which at least 400 hours are in direct 1:1 supervision contact with the supervisor. The supervisor must, at the time the supervision was provided, be registered as a Registered Applied Behavioural Analysis Psychologist by the Psychological Association of Manitoba or registered to practice psychology independently in another jurisdiction.

For registration as a Behavioural Analysis Psychological Associate, an applicant must have at least two years of full-time supervised professional experience providing psychological services in the area of applied behaviour analysis. The experience referred to in this section must have occurred after the applicant received his or her graduate degree. Council may, in its discretion, determine that experience which occurred before the applicant received his or her graduate degree is acceptable for the purposes of registration.

4. The successful completion of the EPPP according to criteria defined by the Psychological Association of Manitoba.

5. The successful completion of a Jurisprudence examination and an oral examination.

6. Provision of satisfactory Child Abuse Registry and Criminal Records Check documentation.

**III. The standards to qualify for the designation of Registered Applied Behavioural Analysis Psychological Associate include:**

A **Masters degree** from a recognized educational program that meets the following requirements:

1. Demonstrated competence through undergraduate and/or graduate coursework in ethics, research design, quantitative methodology, and in the five core content areas of psychology (Minimum course load in each area to be defined).

- Biological bases of behaviour (e.g. physiological psychology, comparative psychology, neuropsychology, psychopharmacology)
- Cognitive-affective bases of behaviour (e.g. learning, sensation, perception, cognition, thinking, motivation, emotion)
- Social bases of behaviour (e.g. social psychology, cultural, ethnic and group processes, sex roles, organizational and systems theory)
- Individual behaviour (e.g. personality theory, human development, individual differences, abnormal psychology)
- Historical and scientific foundations of general psychology.

The educational program must also involve at least one continuous academic year of full time residency at the university/institution at which the degree is granted and involve training by (predominantly) Licensed Psychologists.

2. Demonstrated competence in applied behaviour analysis through graduate coursework as follows:

- Coursework will be composed of no less than five 3-credit hour (or equivalent) courses in applied behaviour analysis, practica and a thesis development course which are behaviour analytic in content, offered by the recognized educational program.

3. The successful completion of an approved practicum or supervised experience in the practice of applied behaviour analysis, totaling at least 3,000 hours of professional experience over a period of not less than two calendar years, of which at least 200 hours are in direct 1:1 supervision contact with the supervisor. The supervisor must, at the time the supervision was provided, be registered as a Registered Applied Behavioural Analysis Psychologist by the Psychological Association of Manitoba or registered to practice psychology independently in another jurisdiction.

For registration as a Behavioural Analysis Psychological Associate, an applicant must have at least two years of full-time supervised professional experience providing psychological services in the area of applied behaviour analysis. The experience referred to in this section must have occurred after the applicant received his or her graduate degree. Council may, in its discretion, determine that experience which occurred before the applicant received his or her graduate degree is acceptable for the purposes of registration.

#### 4. Provision of satisfactory Child Abuse Registry and Criminal Records Check documentation.

For three (3) years following the implementation of the above membership requirements a grandparenting provision will be in place for ABA registrants to ensure that the ABA Roster and current registration requirements will be in force. In addition, students currently enrolled in the ABA Ph.D. program at the University of Manitoba who meet its current academic requirements will be registered upon graduation from the program without additional requirements except for a history and systems course and professional ethics courses.

The recently distributed Code of Conduct that is intended to guide and assist registrants with regard to the Association's expectations regarding appropriate courses of action to follow in a variety of circumstances was based on the Code of Conduct initially developed by the British Columbia College of Psychologists. Following its receipt by P.A.M, a committee of three Manitoba psychologists (Drs. Bill Leonhart, Bob McIlwraith, Don Stewart) and the Registrar (Dr. Alan Slusky) carefully reviewed and revised the British Columbia document for use in Manitoba. Other documents reviewed in this process included the ASPPB and APA Codes of Conduct, along with the CPA Guidelines for Providers of Psychological Services. The revised document was then reviewed and further revised by P.A.M.'s Complaints Committee. Following these reviews P.A.M.'s Executive Council carefully reviewed and revised the document over a period of nearly 20 hours of discussion before it was released to the membership for review and comment. Following registrant feedback that concluded on February 15, 2013 the Code of Conduct was further revised prior to its recent release. Considering the very comprehensive review process followed, P.A.M. believes that the Code of Conduct Despite provides a very good current guide for P.A.M. registrants. However, P.A.M. also recognizes that times change and thus the Code of Conduct will be reviewed periodically to ensure that it remains current. Also, P.A.M. invites registrants to bring issues related to the Code to P.A.M.'s attention so that the Code may be maintained as a "living" and relevant document.

As I mentioned last year, the Manitoba Association of Marriage and Family Therapists (MAMFT) approached P.A.M. regarding possible regulation by P.A.M of Manitoba's marriage and family therapists. After careful consideration and meeting with members of MAMFT, P.A.M. Executive Council decided to decline further consideration of regulating Marriage and Family Therapy at this time. While respecting the education, training, competence, and professionalism of the membership of the MAMFT, it was felt that with the extensive work required in relation to the

inclusion of psychology in the *Regulated Health Professions Act (RHPA)*, P.A.M. was not in a position to further pursue such a regulatory commitment at this time.

As you know, P.A.M. Executive Council transferred the Association's accounts from the Royal Bank of Canada to the Steinbach Credit Union (SCU) last year as SCU offered lower service fees and higher interest rates on Association accounts. As you will remember, 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. This change has been a tremendous success with the Association earning more interest on its accounts than ever before. In addition, the service that the Association has received and the relative ease of banking has been significantly better compared to the past.

The work required of P.A.M. this past year to meet the requirements of the Office of the Manitoba Fairness Commissioner (OMFC) has been extensive and very time consuming. Recently, P.A.M. participated in an extensive review, documentation, and face-to-face meetings with staff from the OMFC with regard to PAM's registration practices and policies related to the fairness standards and criteria for the assessment and recognition of internationally earned qualifications. As you know, the median age of the Canadian population has been maintained at a relatively younger age than would otherwise be the case through immigration to Canada of relatively young individuals from other countries around the world. Many of these immigrants are professionals trained in their home countries who wish to practice their professions when they immigrate to Canada. The OMFC seeks to ensure that unreasonable and unfair barriers that prevent competent foreign trained individuals from pursuing their professions are removed. Thus the work of the OMFC is important but nevertheless very time consuming for P.A.M. The recent review of P.A.M. policies and practices by the OMFC indicated that P.A.M. was generally in compliance the OMFC Standards. In this general context, the Association of Canadian Psychology Regulatory Organizations (ACPRO) has received government funding to evaluate the matter of "substantial equivalence" of credentials for the registration of applicants from non-Canadian countries or non-psychology programs. PAM has actively participated in this study.

Manitoba Health has indicated that the Manitoba government plans to remove the exemptions currently in place that permit hospitals, schools, and government agencies to designate individuals as "psychologists" even though they may not meet the requirements for P.A.M. membership/registration that presently governs the use of the title "psychologist" for all other individuals in the context of the *Psychologists Registration Act*. This decision has necessitated a careful review of the impact that such an action would have on government departments that

have used the exemption. In addition to communicating with Manitoba Education on matters related to school psychology, P.A.M. has met with representatives from the Manitoba Departments of Justice and Family Services that would be impacted by such a change. In general, the impact is regarded as relatively easily managed at this point in time without a significant negative impact on individuals currently employed in those departments, or the Manitobans they serve.

As you are well aware, P.A.M. has launched a new website in an effort to improve the ability of visitors to navigate the website. As always, the Association is always pleased to receive your suggestions for further improvements of the website. The last Newsletter outline many factors related to the implementation of personal wills that are required by the Code of Conduct. Your feedback, experiences, and suggestions in this area that could be communicated through P.A.M. to assist other registrants would be much appreciated.

In closing, I want to sincerely thank my P.A.M. Executive Council colleagues and the psychologists and lay members of the various P.A.M. Committees for their hard work and dedication to the Association over this past year. Without you, P.A.M. would not be able to continue to function as an effective regulator and the government designated self-regulation of Manitoba psychology would simply not be possible. Thank you.