

Manitoba Psychologist

THE PSYCHOLOGICAL ASSOCIATION OF MANITOBA /
L'ASSOCIATION DES PSYCHOLOGUES DU MANITOBA

PAM is legally constituted by the Psychologists Registration Act (R.S.M. 1987) as the regulatory body for the practice of all branches of Psychology in Manitoba.

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FROM THE REGISTRAR

Alan Slusky, Ph.D., C. Psych.

The past six months have been a very busy time for PAM and I am pleased to provide you with an update on the activities of your regulatory body. As always, I as your Registrar and all members of PAM Executive Council welcome any comments or suggestions you may have about the activities of PAM.

A significant initiative undertaken by Council over the past several months has been a commitment to move towards a more contemporary means of storing registrant information and processing annual registration renewals. Until now the PAM office has utilized several different software programs to store and manipulate its registrant databases, leading to significant inefficiencies and long

latencies to reply to requests for information. In order to facilitate a more efficient set of operating procedures and ensure that information is communicated to members in a timely and accurate fashion, PAM Executive Council has undertaken a project which will see individual registrants having greater control over the updating of their personal information, as well as improving the efficiency of renewal processes, through an online renewal system. PAM Executive Council has contracted with Savvy Techworx to develop an online database for PAM.

This system will provide registrants with secure access to their personal contact information, and also allow for the online recording and updating of continuing education

(From the Registrar, Cont. from page 1)

activities. Not only will this assist in ensuring that registrants' personal/contact information is up to date, but will also improve the efficiency with which PAM can perform its audit functions of continuing education activities engaged in by its registrants. As well, PAM has taken the step towards developing an online renewal system for its annual registrations. As many of you are aware, renewal time is the busiest time of year for the PAM office, and a substantial amount of resources are devoted to the preparation, collation, mailing and subsequent processing of membership renewals. Many (if not most) associations and regulatory bodies are moving towards secure online renewal systems which allows registrants the option of either renewing their registration in a secure online fashion, or continuing to process renewals through a paper and cheque approach. In considering this step forward Executive Council has undertaken research to determine the most secure and confidential system with which to handle these renewals, after consulting with other regulatory bodies, as well as Manitoba E-Health, which itself has undergone an extensive review of these processes over the past several months. The company with which we have contracted utilizes the highest forms of data encryption and security systems which are monitored and challenged on a daily basis in line with the most rigorous industry standards for data security. More information on this project will be forthcoming (through email to PAM members) and we look forward to your

comments and suggestions as we prepare for a beta testing of this online database.

Over the past several months, many of you have contacted me with regard to questions around the provision of psychology services through online technologies or Telepsychology. A number of concerns have been raised with regards to where members must be registered in order to provide services in this fashion, particularly when services cross provincial boundaries. The Association of Canadian Psychology Regulatory Organizations (ACPRO) has been reviewing this issue over the past many months and has developed a set of model standards for the provision of telepsychology services. (See page 5, this issue.) These standards are currently being reviewed by Executive Council with any eye towards possible adoption by PAM. While jurisdictional differences in legislation serve as a significant barrier to the development of more seamless means to provide these types of services (i.e. inter-jurisdictional memoranda of understanding), these model standards do provide a framework for ensuring that those practitioners who decide to engage in telepsychology services, do so in a safe, competent, and ethical manner.

In an effort to continue the work required to bring psychology under the Regulated Health Professions Act, Executive Council has continued its discussions with the Manitoba Association of School of Psychologists and has also begun the process of consultation with representatives of other practice areas. As

discussed at the latest Town Hall Meeting and Annual General Meeting, this is a process which will take some time to complete, but will eventually allow for the development of a roster system of registration which will respect the diversity of psychology practice today, while at the same time ensuring that all registrants continue to practice within their areas of competence.

Finally, there have been a number of amendments to PAM Bylaws 1 and 2 during the past several months. (See this issue, beginning on page 15). One of the important changes made in these Bylaw Amendments is the creation of a temporary practice register which will allow PAM to register practitioners from out of province on a temporary basis. Until now, psychologists wanting to practice in Manitoba for a brief time have needed to pursue full registration; in this era of mobility and cross jurisdictional practice, your Executive Council considered offering a temporary practice option, as already offered in some other jurisdictions, to be a fairer and more efficient way of managing this type of registration. Application forms are currently being developed. Please feel free to contact me should you have any questions with regard to the amendments noted above.

I wish all PAM registrants a relaxing and warm (hopefully) summer!

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Code of Conduct

A first draft of PAM's Code of Conduct has now been completed and is under review by Chairs of PAM's Complaints and Standards committees. The Code sets behavioral norms and standards of conduct for PAM registrants. We look forward to seeking Member input soon.

ETHICAL ISSUES IN PRACTICE TRANSITIONS

Richard J. Spelliscy, Ph.D., R. Psych.

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Practice transitions such as leaving, closing, or changing the nature of one's practice either temporarily, or permanently, abruptly, or planned potentially have significant implications for clients, psychologists, and the profession alike (Koocher, 2005). This issue is of increasing importance as the largest proportion of psychologists in the United States, British Columbia, and Alberta are in the 55-59 years age bracket (see Table A). Fully 37% of Alberta regulated psychologist are 55 years of age or older. Psychologists have both ethical and professional obligations to ensure practice transitions are anticipated and that adequate plans are in place to safeguard client interests.

The Canadian Code of Ethics for Psychologists (2000) similarly states that psychologists must minimize harm:

- II.31 Give reasonable assistance to secure needed psychological services or activities, if personally unable to meet requests for needed psychological services or activities.
- II.33 Maintain appropriate contact, support, and responsibility for caring until a colleague or other professional begins service, if referring a client to a colleague or other professional.
- II.34 Give reasonable notice and be reasonably assured that discontinuation will cause no harm to the client, before discontinuing services.

Parallel ethical standards exist in the American Psychological Association's Ethical Principles of Psychology.

McGee (2003) reports that "for psychologists, as for some other

professionals, there is no absolutely right way to retire; nor is there necessarily an appropriate age or stage of life for retirement. When psychologists decide to retire, it is imperative that this decision be planned and implemented according to pertinent ethical standards and legal regulations and to be based on sound professional and clinical judgment." (p. 388). This is because professional liability and ethical issues may surpass one's formal retirement date.

Record keeping is one critical issue that may extend well past the psychologist's formal retirement date. Section 11(2) of the College of Alberta Psychologists' Standards of Practice (2005) requires

psychologists "ensure that all data entries in their professional records are maintained for a period of not less than 10 years after the last date on which a professional service was rendered." Other legislation such as the Health Information Act may have additional retention requirements for publicly collected (e.g., hospital) information that may exceed these requirements.

The issue of secure confidential files is also raised in the Bill 46, the Health Professions Amendment Act (2008). This Bill, passed in 2008 is now awaiting to be finalized, and will provide responsibility and authority to regulatory colleges to ensure that members have arrangements in place to meet these standards after they cease practicing. Bill 46 will also allow the courts the ability to seize files that are abandoned and impose financial penalties on the regulated members or their estates for costs incurred by the regulatory college. Regulations are currently being developed by the government that will clarify these processes and the obligations of both colleges and their members.

Many fraternal and professional organizations are assisting their members in preparing for practice transitions. The San Diego Psychological Association has formed a dedicated committee to address issues related to psychologist retirement, incapacitation or death (PRID). The mission of the PRID committee is to assist psychologists in meeting ethical, legal and clinical obligations during such transitions. Additionally, the committee has been providing information for psychologists regarding the preparation of professional wills and executor guidelines. Since 1999, the primary goal of the committee has been to provide

Age	Number	Percentage (%)
< 30	108	4.5
30-34	227	9.5
35-39	315	13.1
40-44	245	10.2
45-49	282	11.8
50-54	338	14.1
55-59	391	16.3
60-64	292	12.2
65-69	146	6.1
70-75	30	1.3
75<	23	1.0
Total	2397	100%

members information on how to resolve professional practice issues that arise after services have been terminated. The committee also acts as an educational resource for psychological associations across the U.S. and Canada. Similarly, the College of Psychologists of British Columbia has developed both guidelines on professional wills as well as a private practice checklist for retirement, relocation, or extended absence from practice and planning for unexpected incapacitation or death. The College of Psychologists of British Columbia has also moved one step further and will require members by the year 2010 to have a professional executor in place to address practice transition issues. This will be a mandatory condition of receiving an annual practice permit.

In summary, registered psychologists are well advised to consider practice transition issues well in advance of unforeseen emergencies or planned retirement. This is to ensure that all ethical, professional, legal and practical issues are adequately addressed. The latter includes ensuring that one's malpractice policy continues to cover acts of commission or omission that occurred while practicing. A solid plan may minimize any adverse effects for the client, the psychologist and the family members of both parties.

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Practice Transition Checklist *

Psychologists have an obligation to plan ahead to ensure continuity of care for patients in the event of retirement, relocation, extended absence from practice, or in the event of unanticipated incapacitation or death.

- ✓ **NOTIFY** clients of the expected date of your retirement, relocation, or extended absence well in advance.
- ✓ **SET** a specific date for termination, and be consistent in your discussion with clients.
- ✓ **PLAN** a clinically appropriate termination or referral plan for each current client.
- ✓ **OFFER** clients who are to be transferred several referrals, and obtain a release to forward a copy of the record (you retain the original) or a summary of the record to the new clinician.
- ✓ **PREPARE** a letter to clients and selected former clients about your plans.
- ✓ **PROVIDE** written information to current and selected former clients regarding how to access their records, and specify that records will be destroyed once the required record-keeping interval has elapsed.
- ✓ **APPOINT** a professional executor and ensure all arrangements are clear and in writing.
- ✓ **MAKE** a list of all passwords and voicemail access codes and make these available to your executor.
- ✓ **CONSULT** with respected colleagues as appropriate during the transition period, regarding client welfare, transition process issues, or other matters.
- ✓ **INFORM** relevant referral sources about your plans and provide alternate referral information as appropriate.
- ✓ **ENSURE** secure storage of your practice records, appointment books, financial records, and any test materials, including computerized testing materials, you plan to retain. Registrants working in institutions where records are kept and managed by a central records office may need to ensure that client test protocols and test materials are clearly marked for review only by a qualified professional.
- ✓ **MAKE**, retain, and regularly update a list of records that have been stored, and the date on which these should be destroyed.
- ✓ **DESTROY** outdated files, or have them destroyed by a confidential shredding company. Review computer-based records, and destroy outdated files, and outdated files on computers which will be out of your dominion and control.
- ✓ **PREPARE** or update a professional will that designates a professional executor in the event of your death or incapacity. File copies as determined in the will, and ensure your executor has a copy of the will and any updates you make to it.
- ✓ **ENSURE** adequate professional insurance to cover time you are not practising, including 'tail' insurance to cover liability after retirement. This coverage is important, as lawsuits or ethics complaints may be filed after you stop practising, regarding services you provided while in active practice.
- ✓ **NOTIFY PAM** in writing if you wish to request a change in your registration status.

*Original checklist from Chronicle, Volume 10, Number 1, March 2009.
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* At this time, PAM registrants should read the points above as recommendations for practice, as they have not yet been adopted as standards of practice by PAM. (PAM's Code of Conduct is currently in development.)—Editor, Manitoba Psychologist



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Model Standards for Telepsychology Service Delivery

Adopted by ACPRO June 4,
2011

Member organizations of the Association of Canadian Psychology Regulatory Organizations (ACPRO) are committed to ensuring the delivery of competent and ethical psychological services by licensed practitioners. Serving and protecting the public interest is the foundational responsibility of all member organizations. This is achieved in part through the establishment of standards with regard to the provision of psychological services, regardless of the medium of service delivery employed.

Model Standards adopted by ACPRO are intended to reflect consensus on important regulatory issues of mutual concern and to assist member jurisdictions. It is understood that Model Standards have no force outside of official adoption by a member jurisdiction.

Preamble:

Over the last decade there has been an evolution in terms of the modalities used to deliver health services, where services are no longer necessarily delivered in-person. This evolution has been spurred in part by innovations in communication technologies, the increased sophistication of health consumers in terms of their expectations for service and accessibility to services, and increased demands for service.

Telepsychology can be defined as “the use of information and communications technology to deliver psychological services and information over large and small distances” (adapted from Picot, 1998)¹. Practice within psychology using this modality would include all client-centred services, consultation, supervision of students/professionals/colleagues, and education of the public and/or other professionals.

Note: Although adopted by ACPRO, these model standards have yet to be adopted by PAM—Editor

Standards:

Regardless of the modality used for service delivery, psychologists² are expected to practice according to the Canadian Code of Ethics for Psychologists (3rd Ed.) or the code de déontologie (Québec), standards for practice within their home jurisdiction, and according to local laws and regulations. While there are many practice issues of commonality between telepsychology and in-person service delivery, there are practice issues unique to providing services via tele-technologies. Psychologists are reminded of the following practice issues that should be considered in providing any psychological service:

1. Respect for the Dignity of Persons
2. Responsible Caring
3. Integrity in Relationships

4. Responsibility to Society
5. Responsibility to do no harm.
6. Practice within one’s area(s) of competence, including medium of service delivery.
7. Responsibility to remain current with regard to the research/literature in the field.
8. Appropriate choice of treatment, including treatment modality and medium of delivery, based on a thorough assessment of client situation and need. Decisions about choice of treatment, modality, and medium reflect the highest appropriate standard of care.
9. Informed consent including but not limited to:
 - a. Discussion of the assessment and intervention approaches and modalities to be used, and the pros and cons of such approaches, delivered via such modalities.
 - b. Discussion regarding the maintenance of records, including electronic records, e.g. security, access, retention policy
 - c. Discussion regarding confidentiality and duty to report
 - d. Confirmation of the client’s informed consent, either through use of a written and signed consent form, or via electronic alternatives.
10. Honesty and integrity in relationships
11. Privacy and confidentiality
12. Record maintenance and storage
13. Planning for services in the event of an emergency, including how to contact the psychologist, and alternative services locally available to the client
14. Boundaries
15. Security of Tests
16. Liability Insurance

17. Conflict of Interest
 18. Psychologists must be sensitive to cultural/regional/local issues which may impact service delivery, and this is especially critical when the psychologist is not familiar with the clientele or area being served.
 19. Protection for Vulnerable Persons
 20. Establishment of policies and procedures regarding the following:
 - a. General Service Provision
 - b. Emergency Services/Coverage
 - c. Records (maintenance, access, retention, security)
 - d. Transfer of Services (retirement, death, close of practice, services no longer wanted)
 - e. Client Verification
 - f. Technology Maintenance Plan
 - g. Outcome Evaluation Plan
- In addition to the general responsibilities for providing psychological services as noted above, the following must be observed in the provision of services via telepsychology:
1. Psychologists will be licensed in "good standing" within the jurisdiction in which they reside. If holding provisional/candidate licensure, psychologists will be supervised in all telepsychology practice by a psychologist licensed in "good standing" within the jurisdiction. As such the expectation is that psychologists conform to any and all rules, regulations, and standards established within the home jurisdiction.
 2. Psychologists delivering telepsychology services outside of their home jurisdiction will ensure they are legally entitled to do so.
 3. Psychologists will inform clients who they may complain to if there is a problem, providing the contact information for the responsible regulatory body.
 4. Psychologists will be familiar with the local jurisprudence and standards for practice in the jurisdiction in which the service is being delivered. Where there is a conflict between such laws/regulations/standards and those of psychologists' home jurisdiction, psychologists must act according to the higher standard.
 5. Psychologists delivering telepsychology services outside of their home jurisdiction will ensure they carry appropriate liability insurance with respect to such service.
 6. Psychologists will be competent in the technology of the service delivery medium.
 7. To minimize the possibility of someone impersonating a client and gaining access to confidential health information, or influencing a psychologist's assessment or opinion of the client, psychologists will use some form of coded identification of the client in cases where live visual verification is not possible.
 8. Psychologists will make plans with clients regarding what will happen in the event of technological failure.

¹Picot, J. (1998) *Sector Competitiveness Frameworks Series: Telehealth Industry Part 1 – Overview and Prospects*. Industry Canada: Industry Sector Health Industries (as cited in National Initiative for Telehealth Guidelines - Environmental Scan of Organizational, Technology, Clinical and Human Resource Issues, April 2003, Canadian Society of Telehealth)

²For the purposes of this document the term "psychologist" includes all practitioners of psychology who are licensed/registered by a Canadian psychology regulatory body (e.g., psychological associate, provisional psychologist, psychological candidate)



CE Audit Now Under Way

With the introduction of the Continuing Education Program in 2006, members were advised that PAM's CE Committee would conduct audits of the claims of a percentage of PAM's total membership each year. Members have now been chosen at random for audit of 2010 Continuing Education claims, and the audit process under way.

Members included in the audit are being asked to gather together original certificates and other original documents that serve to verify their attendance at, or participation in, events listed on the CE report they submitted with their recent registration renewal, and to forward these to Dr. Jane Bow, Chair of PAM's CE Committee.

For more information about PAM CE requirements, visit the PAM website (www.cpmh.ca) and click the Description and FAQ link under "Continuing Education".

Special Section - 2011 ANNUAL GENERAL MEETING

The 2011 Annual General Meeting of The Psychological Association of Manitoba was Wednesday April 27, 2011 at the Greenwood Inn in Winnipeg. At 6:00 p.m, after an opening reception, Dr. John Arnett, P.A.M. President called the meeting to order. Allied organizations—The Manitoba Psychological Society, Manitoba Association of School Psychologists, Canadian Register of Health Service Providers in Psychology—brought kind greetings. Mr. Robert Millman, of the Office of the Manitoba Fairness Commissioner (OMFC), was our after dinner speaker. Mr. Millman, a Planning and Policy Analyst with the OMFC, spoke about ongoing cooperation between regulators and his Office, and about impact that this Office's work is likely to have on professional regulation in Manitoba.

Reports to the AGM continue to page 15.

President's Report

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



Dr. John Arnett

- 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.

(T)he regulation of professional psychology in Manitoba over the last quarter century or so has focused primarily on the regulation of clinical and counseling psychology... As a consequence, "professional" psychology has tended to be seen as being composed of clinical and counseling psychologists... (A)n 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.

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.

Identify yourself as a PAM Registrant—“C.Psych.,” “C.Psych. (Candidate),” “P.A. (I.P.),” “P.A. (S.P.),” or “P.A. (Candidate)” —in all professional materials (reports, correspondence, advertisements, etc.).

These few letters after your name communicate your regulatory standing to members of the public and to other psychologists. They say that you have met PAM’s rigorous professional entry requirements and that you participate in ongoing update and improvement of your knowledge and skills. These letters say that you are required by law to deliver professional services competently and ethically, and that you are accountable to the public, through PAM, for your professional behaviour and activities.

Treasurer's Report for Fiscal Year 2010

*Grace Tan-Harland, Ph.D., C.Psych.
Psychological Association of Manitoba*

I am happy to have completed a second year as PAM Treasurer, and to report that we have ended the fiscal year with a surplus.

As indicated by the Profit and Loss statement, our surplus as at December 31, 2010, stood at \$51,783.93. A large portion of this surplus was the result of an unexpected increase in revenue generated by temporary out of province registrants who were here as service providers to participants of the Truth & Reconciliation Conference in June. The remainder of the surplus was funds anticipated, but not yet expended, in the fiscal year for legal costs related to the work of the Complaints and Inquiry Committees.

Given our surplus, Council again voted to hold membership fees at the same rates, with one exception in the category of C.

Psych. Candidates. The fee in this category has fallen behind and out of line with that of other jurisdictions. This is primarily the result of the Association's past practice of increasing fees by percentage.

Once again this year, Council has exercised the right to use two members of the association as lay auditors, as permitted by our bylaws. Dr. Jackie Walker and Dr. John Walker have donated their time to this cause. Please see their Lay Auditors' Report to the membership dated February 23, 2011. On Council's behalf, I take this opportunity to thank them for their service to the association in auditing the 2010 books,

and for agreeing to do so again for the 2011 books.

The 2011 budget is presented in the document entitled Financial Statement 2010 and Budget 2011 posted on our website. We have managed to hold office expenses at close to the budgeted amount for 2010, despite the major purchase of a much needed photocopier. In addition to basing the estimated legal costs anticipated for the Complaints and Inquiry Committees on the highest past projections, we have increased it roughly by the unexpended amount of professional fees in the 2010 fiscal year. This increase will also help with the legal costs anticipated in the next phases of our role in the development of the Regulated Health Professions Act.

I would just add in closing, that we have managed to maintain and to build upon our reserve fund to better safeguard the association against future financial shortfalls. This is all the more important given that we are at a time of many impending changes and much anticipated work for our Association.

*Further Financial Information is on the
PAM website:*

<http://www.cpmb.ca/documents/2010%20PAM%20Audit.pdf>

<http://www.cpmb.ca/documents/Budget%202011.pdf>

<http://www.cpmb.ca/documents/2011%20P%20%20%20L.pdf>

Registration and Membership Committee Report

*Hal Wallbridge, Ph.D., C.Psych., Chair
Registration and Membership
Psychological Association of Manitoba*

The committee membership of R&M for the past year has been Dr. Donna Chubaty, Dr. Bill Davis, Dr. Andrea Kilgour, and Dr. Kent Somers. Trends that we have noticed over the past 12 months have been the increasing complexity of the applications we review, as applications come through newer

programs or from out of province. For example, applications for people coming from the Applied Behaviour Analysis program at the University of Manitoba have begun to be reviewed. We have also continued to make the criteria for reporting areas of competence clearer and more focused. A relatively recent change as well has been the addition of a child abuse registry check for new applicants. Finally, I will be stepping down as chair of R&M and handing this responsibility over to Dr. Kilgour.

I am pleased to announce the new registrants for the 2010-2011 administrative year.

Registered Psychologists

- Dr. Mitch Bonin
- Dr. Michael Ichiyama
- Dr. Valerie Krysanski
- Dr. Andrew Lubusko
- Dr. Andrea Piotrowski
- Dr. Shelley Rhyno
- Dr. Lisa Schwartzman
- Dr. Craig Yury

Psychologist Candidates

- Dr. Rene Hiebert
- Dr. Daniella Fazzio

- Dr. Richard Howes
- Dr. Leanne Mak
- Ms Alejandro Ogando
- Dr. Sandra Thompson
- Dr. Jennifer Thule
- Ms Jo Ann Unger
- Dr. Michael Zwiwers

Psychological Associate Candidates

- Ms Kristin Meyer

Complaints Committee Report

*Jaye Miles, Ph.D., C. Psych. Chair,
Complaints Committee, The Psychological
Association of Manitoba*

The Complaints Committee of the Psychological Association of Manitoba (PAM) is composed of PAM members Daryl Gill, Jule Henderson, Bill Leonhart, Bruce Tefft, Sandra Hayhow, and I as Chair, and public representatives Neil Arnason, Herbert Thompson and Val Stanowski. Ms Stanowski joined the Committee this year as the third public representative and we welcome her thoughtful contributions to the Committee’s deliberations. As usual, we continue to be well served by Blair Graham, Q.C. of Thompson Dorfman Sweatman LLP, as legal counsel to the Committee. Lorna Leader continues to provide the Committee with administrative and other support.

The Complaints Committee met 11 times in 2010, reviewing 18 complaints over this period. Nine complaints were closed. Two of these dated from 2006, and were concluded with an agreement between the Committee and the member, which included the satisfactory completion of a supervision period. Of the remaining seven complaints closed in 2010, all were dismissed. Five of these complaints were received in 2009 and not dealt with by the Committee until 2010, and two were both received and dismissed in 2010. One dismissed complaint dated from 2008. One dismissal was accompanied by a letter of

disapproval to the member; another dismissal was accompanied by a letter of guidance to the member.

Of the nine complaints carried forward to 2011, two were not dealt with by the Committee during 2010 because they were received at the end of 2010. Three of the nine have been referred to the Inquiry Committee for a Hearing. The remaining four are in the process of disposition, three of them with the assistance of an investigator.

The Committee has noted the continuation of the trend reported last year; complaints involving an outcome other than a dismissal continue to require protracted time frames for resolution. The Committee members have further noted that both complainants and members need to be mindful of timely response to requests for information to assist in Committee deliberations.

During 2010, members of the Committee began a focused review of the complaints process for any potential amendments in process allowed by the legislation. The review included discussion of the

recommendations previously made by the ADR Committee. As one outcome of this review the first steps of the complaint process has been amended on a trial basis, where appropriate, to review the potential for informal resolution in advance of the formal process. The Committee is also reviewing length of terms for members, explorations of measures to reduce complaint times and the potential for utilizing alternative disposition options.

Committee member Dr. Bill Leonhart represents the Complaints Committee on an Ad Hoc committee developing a Code of Conduct handbook. The Committee has received regular progress reports and opportunities for discussion and feedback about relevant issues.

The Committee is assisted in its work by the members who act as investigators, consultants and supervisors. Without them, we could not carry out our responsibilities. On behalf of the Committee, I thank Drs. Jay Brolund, Carrie Lionberg and Jennifer Laforce for their generous assistance to the Committee over the last year.

Complaint Summary for 2010				
	2010	2009	2008	2007
Carried Forward (from previous year)	11	7	8	15
New Complaints	7	9	6	6
Total Reviewed	18	16	14	21
Outcome of Committee Review				
Closed	9	5	7	13
Carried Forward	9	11	7	13
Total	18	16	14	21

Inquiry Committee Report

James H. Newton, Ph.D., C.Psych. Chair, Inquiry Committee, The Psychological Association of Manitoba

The Government of Manitoba enacted new bi-laws for the Psychological Association of Manitoba on February 8, 2006. In doing so, the former Discipline Committee ceased to exist and two (2) new committees were created, one of which is the Inquiry Committee.

The task of the Inquiry Committee is to serve as a three (3) person hearing panel in those instances in which the Complaints Committee recommends charges be laid against a Member and that a hearing be held. Three (3) hearing panels were convened during the 2010-2011 reporting period.

Here in Panels are comprised of two (2) Psychologist Members and one (1) Lay Member of the Inquiry Committee, the members of which are:

Psychologist Members:

- Dr. James Ediger
- Dr. Diane Heibert-Murphy
- Dr. Leslie Koven
- Dr. Robert Martin
- Dr. James Newton
- Dr. Linda Trigg
- Dr. Michelle Warren

Lay Person Members:

- Dr. Neil Craton
- Mr. Ian Hughes
- Dr. George Webster

All of the members of the Inquiry Committee are volunteers and as such, freely contribute many hours to be demanding work of participating on panels. On behalf of the Association, I think each of them for their ongoing and valuable contribution of time, commitment and expertise.

Standards Committee Report

Neal D. Anderson, Ph.D., C.Psych., Chair, Standards Committee, The Psychological Association of Manitoba

The Standards Committee reviewed only one concern during the past year. A P.A.M. Member raised concern about improper use of the words "Psychological Assessment" in a report by a person who held a doctoral degree in psychology but who was not registered with the Psychological Association of Manitoba. A letter was sent to this person advising that use of the words contravened the Psychologists Registration Act, and demanding that there be no further inappropriate use of terms and titles referred to in Section 11(1) of the Act in describing the services provided.

Final touches are being put on a first draft of a Code of Conduct document for P.A.M.. We look forward to seeking feedback from P.A.M. members and others before long about the draft.

P.A.M.'s Continuing Education Committee did not complete an audit of continuing education claims by the P.A.M. membership this year, given heavy demands on the schedule of Dr. Jane Bow, Chair of the CE subcommittee. Dr. Bow and I have been looking into ways in which others can assist her with some of the many administrative tasks required in the audit. We can now commit to resuming the audit of Continuing Education activities (from the reports of approximately 10% of our membership).

This is my first report to the P.A.M. AGM as Chair of the Standards Committee. I write on behalf of Gary Shady, Ph.D., C.Psych., as well as the Chairs and Members of the Continuing Education and Jurisprudence Examination subcommittees of Standards: Drs. Jane Bow, Don Stewart, Hal Wallbridge, Lesley Graff, and Alan Slusky and thank them for their work.

Examinations Committee

Naomi Berger, Ph.D., C. Psych. Chair, Examinations Committee, The Psychological Association of Manitoba

The mandate of the P.A.M. Committee on Oral Examinations is to arrange, conduct and report on the outcome of oral examinations for those individuals seeking registration for independent practice in psychology in Manitoba. In addition, the Committee is charged with arranging, conducting and reporting on oral interviews for those individuals registered to independently practice psychology in other jurisdictions, who are seeking to practice in Manitoba under the terms of the Agreement on Internal Trade (AIT).

During the 2010 calendar year, the Oral Examinations Committee was busy, with eight regular oral examinations and two AIT interviews taking place. Moving into 2011, one oral exam has already taken place, with two oral interviews anticipated to take place later in the spring.

I would like to thank the following individuals who have provided excellent service to the Committee by serving as oral examiners during 2010 and early 2011: Drs. Gerri Brousseau, Michael Burdz, Donna Chubaty, Karen Dyck, James Ediger, Ali El-Khatib, Lesley Koven, Valerie Holms, Darrell Lindsay, Carey Mintz, Bailey Rayter, Michael Teschuk, Gary Shady, Moira Somers, Paula Battle, Linda Rhodes, Solange Lavack, Craig Turner, Lesley Graff, Jason Ediger and Norah Vincent.

Two thousand and ten has been a growth year for the Committee. In addition to maintaining our roster of volunteer examiners from the previous year, we have benefitted from a number of new additions. The Committee continues to seek individuals willing to sit on oral examination committees. Any registered psychologist who is available to contribute to the activities of the

Committee on Oral Examinations is encouraged to contact me for more information.

An additional initiative, undertaken by the Oral Examination Committee in 2009 and continuing through 2010, has involved work on the development of a set of standardized scoring procedures for oral examinations. During 2010, an ad hoc committee has met on a monthly basis to refine these scoring procedures. I would like to thank Drs. Michael Burdz, James Ediger, and Carey Mintz for their contributions in this regard.

Allow me once again to thank the members who have provided service to the Oral Examinations Committee this year.

Publications Committee Report

*Neal D. Anderson, Ph.D., C.Psych. Chair,
Publications Committee, Psychological
Association of Manitoba*

The Manitoba Psychologist (ISSN0711-1533) was the only publication of the Psychological Association of Manitoba during the past year. The general purposes of The Manitoba Psychologist are to help P.A.M. to fulfill its legal responsibilities around the protection of the public and regulation of Psychology in Manitoba, and to foster communication within the psychological community and the larger community. Volume 27 consisted of two issues, published in June 2010 and January 2011, with content aimed at keeping members and the broader community informed about such issues as membership, standards, complaints, continuing education, and regulation facing Psychology in Manitoba and elsewhere.

In the June 2010 issue we ran highlights and reports from the 2010 AGM, an overview of P.A.M.'s policy around censures, and wording of provincial bylaw amendments to The Psychologists Registration Act, among other items. The

January 2011 issue included a summary of P.A.M.'s current work with the Fairness Commissioner, around registration of internationally educated applicants, telepsychology, mobility, and P.A.M.'s continuing efforts to develop profession specific regulation which will allow us to come under the newly proclaimed Regulated Health Professions Act. The January issue also included a selection of articles on ethics-related topics.

We expect that Volume 28 (2011-2012) of The Manitoba Psychologist will again include two issues, published Summer and Winter. Distribution to members and selected non-members will continue to be electronic, with posting of current and back-issues on P.A.M.'s website. (The Registrar's office prints and mails hard copies of the newsletter to those who request it; please contact Dr. Slusky if you would like to receive the newsletter by regular mail.) The Publications Committee remains open to publishing items in addition to the newsletter as directed by Council.

In this my third report to the P.A.M. AGM as Chair of the Publications Committee, I write on behalf of the committee's other members, Drs. Alan Slusky and Morry A.J. Schwartz, and thank them for their work. And I invite members and others to get in touch with me to discuss P.A.M. publications; I always appreciate your feedback.

Nominations Committee Report

*James H. Newton, Ph.D., C.Psych. Chair,
Nominations Committee, The Psychological
Association of Manitoba*

The mandate of the Nominations Committee is two-fold: (a) to provide candidates for PAM Council's consideration for membership on the various committees of the Association and (b) to provide candidates for the consideration of the general membership

or election to Council during the election cycle of the Association.

2011 Is an election year for Council. This year's three (3) vacancies have been filled by the following members:

- Mirosław Grygo
- Andrea Kilgour
- Jennifer Laforce

In addition to the following, the focus on the efforts of the Nominations Committee has been the recruitment of members to the various committees of the Association. Therefore, I am pleased to report that Council has approved the following nominations:

Auditor Committee:

- Jackie Walker
- John Walker

Inquiry Committee:

- Leslie Koven

Complaints Committee:

- Michael Stambrook
- Greg Tkachuk

As noted in previous reports to the Membership, the work of the Association is largely accomplished by this members serve on Council and the various committees of the Association. All of the individuals are volunteers who freely contribute many hours to this work. In the future, please consider sending "yes" when opportunities arise to serve our Association.

Legislative Review Committee

*Jay W. Brolund, Ph.D., C. Psych. Chair,
Legislative Review Committee, The
Psychological Association of Manitoba*

The Legislative Review of Committee membership presently includes Dr. Michael Stambrook, Dr. Alan Slusky, Dr. John Arnett (Ex-Officio Member), and Dr.

Jay Brolund him (Chair). As was noted in my last report of April 2010, with the introduction of the Regulated Health Professions Act into legislation, the Executives and Council of the Psychological Association of Manitoba charged the Legislative Review Committee with the task of reviewing the Regulated Health Professions Act and making recommendations to the Executive Council other new Psychology regulation, to bring psychology under the Regulated Health Professions Act.

Given the mandate of reviewing Regulated Health Professions Act, the Psychologists Registration Act and relevant Bylaws, and recommending regulations pertinent to Psychology, to date the Committee has made recommendations for new psychology regulations with respect to the Spoke of Practice, Reserved Acts, Delegation of Reserved Acts, Council Composition,

Committees, Committee Appointments, Official Directory, Special Meetings of Membership, Establishment of Registers, Board of Assessors, Compliance with Labor Mobility requirements, Certificates of Registration and Practice, Practice in Association with other Regulated Professions, Code of Ethics, Standards of Practice, Continuing Competency Program, Complaints Procedures, Practice Auditors, Practitioner Profiles, Annual Reports, Website, Discipline Issues, and other miscellaneous issues. In addition, the Committee has met with Dr. John Arnett to review his proposal for a roster approach to registering members to be more inclusive and better reflect the practice areas of psychology (i.e. Applied Behavior Analysis, Clinical, Counseling, Forensic, Rehabilitation, Clinical Neuropsychology, School, Health, and Academics Psychology). The Committee has endorsed the proposal, while identifying the need for the development

of proposals respecting the definition of each area, scope of practice, education and training requirements, examination/certification processes, jurisprudence competence, and venues of practice. In addition, the Committee will continue in the front of reviewing proposed regulations with respect to Health Professions Corporations and Continuing Competency requirements, pending the receipt of additional information.

As previously noted, PAM Executive Council will continue broad based consultations with constituent psychology members and groups to discuss the proposed regulations for Psychology's Inclusion under the Regulated Health Professions Act.



registrar [ˌrɛdʒɪˈstrɑː ˈrɛdʒɪˌstrɑː]

n

1. chief administrative official responsible for maintaining legal registers of, and appropriate information about, PAM Members
2. person responsible for providing information as required by the Provincial Minister
3. first point of contact for members of the public seeking information about psychology in Manitoba, or who are concerned about the actions of a PAM member

Contact information:

Dr. Alan Slusky, C.Psych.

Registrar, Psychological Association of Manitoba

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E: pam@mts.net

Amendments to By-Law No. 2 Registered June 7, 2011

(Amendments to ByLaw #1 previously published in
Manitoba Psychologist 27:2 (June 2010) and available on the PAM website.)

THE PSYCHOLOGISTS REGISTRATION ACT
(C.C.S.M. c. P190)

**Psychological Association of Manitoba By-law
No. 2 — Membership Regulation, amendment**

Regulation 71/2011
Registered June 7, 2011

Manitoba Regulation 32/2006 amended

1 The *Psychological Association of Manitoba By-law No. 2 — Membership Regulation, Manitoba Regulation 32/2006*, is amended by this regulation.

2 Subsection 2(1) is replaced with the following:

Registers

2(1) In addition to the registers of psychologists and psychological associates referred to in section 5.1 of the Act, the registrar must maintain

- (a) a register of psychological candidates;
- (b) an inactive register; and
- (c) a temporary practice register.

3 The following is added after section 5:

Eligibility for inactive register

5.1(1) The requirements for registration on the inactive register are as follows:

- (a) the applicant is a psychologist or psychological associate;

LOI SUR L'INSCRIPTION DES PSYCHOLOGUES
(c. P190 de la C.P.L.M.)

**Règlement modifiant le Règlement
administratif n° 2 de l'Association des
psychologues du Manitoba portant sur
l'adhésion**

Règlement 71/2011
Date d'enregistrement : le 7 juin 2011

Modification du R.M. 32/2006

1 Le présent règlement modifie le *Règlement administratif n° 2 de l'Association des psychologues du Manitoba portant sur l'adhésion, R.M. 32/2006*.

2 Le paragraphe 2(1) est remplacé par ce qui suit :

Registres

2(1) Outre les registres des psychologues et des psychologues associés mentionnés à l'article 5.1 de la *Loi*, le registraire tient les registres suivants :

- a) un registre des candidats psychologues;
- b) un registre des membres inactifs;
- c) un registre des membres temporaires.

3 Il est ajouté, après l'article 5, ce qui suit :

Conditions d'inscription à titre de membre inactif

5.1(1) Les personnes qui désirent se faire inscrire à titre de membre inactif doivent :

- a) être psychologues ou psychologues associées;

(b) the applicant does not intend to practise psychology in Manitoba or another jurisdiction for at least six months but no more than two years following the date of the application.

5.1(2) Despite clause (1)(b), a person on the inactive register may apply for an extension of his or her registration on the inactive register if he or she submits, before the two-year period expires, an application to the registrar that sets out the reasons for the extension request.

5.1(3) An extension is subject to any terms and conditions that may be imposed by the council.

Practice of psychology prohibited

5.2(1) A member who is registered on the inactive register is not authorized to carry out the practice of psychology.

5.2(2) A member on the inactive register must promptly notify the association if he or she resumes or intends to resume the practice of psychology.

4 **Subsection 6(2) is amended in the part before clause (a) by adding "or registration on the temporary practice register" after "psychological candidate".**

5 **The following is added after section 8 and before the centred heading "EXAMINATION":**

Application for temporary practice

8.1(1) An applicant who is authorized to practise psychology in another jurisdiction as a psychologist or psychological associate and who wishes to practise psychology in Manitoba for a specific purpose and for a limited time period may apply for registration on the temporary practice register by

(a) submitting a written application to the registrar stating the specific purpose and the proposed length of time that he or she wishes to practise;

b) ne pas avoir l'intention d'exercer la psychologie au Manitoba ou dans le territoire d'une autre autorité législative pendant un délai allant de six mois à deux ans après la date de leur demande.

5.1(2) Malgré l'alinéa (1)b), les personnes inscrites au registre des membres inactifs peuvent demander la prorogation de leur inscription. La demande doit être motivée et être présentée avant l'expiration du délai de deux ans.

5.1(3) Le Conseil peut assortir la prorogation de conditions.

Interdiction d'exercer la psychologie

5.2(1) Il est interdit aux membres inscrits au registre des membres inactifs d'exercer la psychologie.

5.2(2) Les membres inscrits au registre des membres inactifs qui recommencent à exercer la psychologie ou qui ont l'intention de le faire avisent sans tarder l'Association.

4 **Le passage introductif du paragraphe 6(2) est modifié par adjonction, après « ou de candidat psychologue », de « ou leur inscription au registre des membres temporaires ».**

5 **Il est ajouté, après l'article 8 mais avant l'intertitre « EXAMENS », ce qui suit :**

Demande d'inscription au registre des membres temporaires

8.1(1) Les personnes qui sont autorisées à exercer la psychologie dans le territoire d'une autre autorité législative à titre de psychologue ou de psychologie associé et qui veulent exercer cette profession au Manitoba à une fin déterminée et pendant une période limitée peuvent demander leur inscription au registre des membres temporaires en :

a) présentant au registraire une demande écrite faisant état de la fin déterminée et de la période pendant laquelle elles envisagent d'exercer la psychologie;

(b) providing evidence satisfactory to the registrar that he or she is qualified to practise psychology in the other jurisdiction and has a level of competence appropriate to the specific purpose; and

(c) providing any additional information that the council may require in the form and within the time set by the council.

8.1(2) If the council is satisfied that it is in the public interest to allow the applicant to practise on a temporary basis, the registrar may enter the applicant's name on the temporary practice register.

6 Subsection 9(1) is amended by adding ", 17.2(d)" after "4(b)".

7(1) Subsection 17(2) is amended by striking out "and" at the end of clause (a), adding "and" at the end of clause (b) and adding the following as clause (c):

(c) providing evidence of the successful completion of the continuing education requirement for registration renewal.

7(2) Section 17 is further amended by adding the following after subsection (2):

17(3) Subject to subsections (4) and (5), to satisfy the requirement of continuing education for registration renewal, a member must complete 20 hours of continuing education through participation in an activity or activities approved by the council.

17(4) The content of an activity approved by the council must relate to psychology or the practice of psychology and be for the purpose of maintaining the competence of those who practice psychology or enhancing the practice of psychology.

b) prouvant de façon convaincante au registraire qu'elles ont les compétences voulues pour exercer la psychologie dans le territoire de l'autre autorité législative et que leur niveau de compétence est adapté à la fin déterminée;

c) fournissant les renseignements supplémentaires que le Conseil peut exiger, en la forme et dans le délai que fixe celui-ci.

8.1(2) Le registraire peut inscrire le nom de la personne sur le registre des membres temporaires si le Conseil est convaincu qu'il est dans l'intérêt public de permettre à cette personne d'exercer temporairement.

6 Le paragraphe 9(1) est modifié par adjonction, après « 4b) », de « , 17.2d) ».

7(1) Le paragraphe 17(2) est modifié par adjonction, après l'alinéa b), de ce qui suit :

c) qu'ils prouvent qu'ils ont satisfait aux exigences de formation continue imposées à cette fin.

7(2) L'article 17 est modifié par adjonction, après le paragraphe (2), de ce qui suit :

17(3) Sous réserve des paragraphes (4) et (5), les membres satisfont aux exigences de formation continue en suivant 20 heures de formation dans le cadre d'une ou de plusieurs activités qu'approuve le Conseil.

17(4) Toute activité qu'approuve le Conseil doit avoir trait à la psychologie ou à son exercice et permettre aux participants de préserver leurs compétences ou d'améliorer leur exercice de la profession.

17(5) The 20 hours of continuing education must be completed in the registration year immediately before the registration year for which renewal is sought.

17(5) Les 20 heures de formation sont accumulées au cours de l'année d'inscription précédant celle faisant l'objet d'une demande de renouvellement.

8 The following is added after section 17 and before the centred heading "CONDITIONS":

8 Il est ajouté, après l'article 17 mais avant l'intertitre « CONDITIONS », ce qui suit :

CONVERSION

CONVERSION DE L'INSCRIPTION

Conversion from active to inactive registration

17.1 A member may have his or her registration converted from the register of psychologists or psychological associates, as the case may be, to the inactive register if each of the following requirements is met:

- (a) he or she provides the information that the council may require in the form and within the time set by the council;
- (b) he or she pays the fee set by the council;
- (c) he or she meets the criteria set out in subsection 5.1(1).

Conversion from inactive to active registration

17.2 A member may have his or her registration converted from the inactive register to the register of psychologists or psychological associates, as the case may be, if each of the following requirements are met:

- (a) he or she provides the information that the council may require in the form and within the time set by the council;
- (b) he or she pays the fee set by the council;
- (c) he or she meets the criteria in section 3 or 4, as the case may be;

Conversion de l'inscription à titre de membre actif en inscription à titre de membre inactif

17.1 Les membres peuvent faire convertir leur inscription à titre de psychologue ou de psychologue associé en inscription à titre de membre inactif s'ils satisfont aux exigences suivantes :

- a) ils fournissent les renseignements que le Conseil peut exiger, en la forme et dans le délai que fixe celui-ci;
- b) ils paient le droit qu'impose le Conseil;
- c) ils se conforment au paragraphe 5.1(1).

Conversion de l'inscription à titre de membre inactif en inscription à titre de membre actif

17.2 Les membres peuvent faire convertir leur inscription à titre de membre inactif en inscription à titre de psychologue ou de psychologue associé s'ils satisfont aux exigences suivantes :

- a) ils fournissent les renseignements que le Conseil peut exiger, en la forme et dans le délai que fixe celui-ci;
- b) ils paient le droit qu'impose le Conseil;
- c) ils se conforment à l'article 3 ou 4;

(d) if the member was on the inactive register for more than two years, he or she provides additional evidence, in accordance with the policies established by the council, that he or she is fit and competent to practise as a psychologist or psychological associate, as the case may be, including passing any examinations that the council may require.

d) s'ils sont inscrits à titre de membre inactif depuis plus de deux ans, ils fournissent au Conseil, conformément à ses directives, des preuves supplémentaires de leur aptitude et de leur compétence à exercer à titre de psychologue ou de psychologue associé et subissent, le cas échéant, les examens qu'il peut imposer.

April 17, 2011
17 avril 2011

**The Psychological Association of Manitoba/
Pour l'Association des psychologues du Manitoba,**

John Arnett
President/président

Alan Slusky
Registrar/registraire

The Queen's Printer
for the Province of Manitoba

L'Imprimeur de la Reine
du Manitoba

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—As of May, 2011

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