



Important Dates

2025 Annual Renewal: Please do not renew before the notice is sent out!

The renewal notice will be emailed to members in mid-February. Renewal deadline is April 1, 2025.

April 30, 2025, Annual General Meeting & Self-Regulation Presentation.

Click [here](#) for details and the Notice of Election and Nomination for Council form.

News & Events

Volunteer Appreciation Lunch

On November 15, 2024, PAM held a volunteer appreciation lunch at the PAM office.

The lunch was well attended by approximately thirty members who have participated on committees, council and as oral examiners. Volunteers had the opportunity to meet new and familiar colleagues over a lovely catered meal provided by King Cole Catering. We look forward to next year's luncheon to be held in late 2025.



Pictured: Hal Wallbridge, Ph.D., C.Psych, PAM Registrar, Sonia Marrone, Ph.D., C.Psych, PAM Council President, Kirsten Wirth, Ph.D., C.Psych, PAM Council Treasurer, Lesley Phimister, PAM Deputy Registrar

Appointments:

Congratulations to PAM member, Jennifer Laforce, Ph.D., C.Psych on her recent appointment as President Elect to the Board of Directors of the Association of State and Provincial Psychology Boards ([ASPPB](#))



We would like to welcome the following members in their new roles with PAM:

- Lesley Koven, Ph.D., C.Psych. Inquiry Committee Chair
- Valerie Krysaniki, Ph.D., C.Psych. Member-at-Large, Council
- Dell Ducharme, Ph.D., C.Psych. Member-at-Large, Council

Member Resources & General Reminders

Changes to Member Contact Information and Status:

Information

PAM requires that all members will report to the Association, within 30 days:

1. Any change in name;
2. Any change in home address, telephone number, or e-mail address;
3. Any change to place(s) of employment including the business address, telephone number, or e-mail address for each place of employment.

Please log in to the RIMS portal to update your profile information. If your e-mail address has changed, log in with your old e-mail to access your account and update your information or contact the PAM office for assistance.

Name

The name you are using in practice needs to be the same as your name on the register.

If you have legally changed your name for any reason, you must update this information with the Association. You can email a copy of the legal document that shows your name change to office@cpmb.ca

Registration Status-Inactive

Members are reminded that they must notify PAM before they retire, resign, move out of province or switch to non-practicing or return to active practice status.

PAM now has a [fillable form](#) for members who are switching to inactive status or retiring/resigning, and it must be submitted to the office in advance of status changes.

Practice Resources:

[ACPRO Statement on Professionalism and Intellectual Humility](#)

[ACPRO MOU Regarding Interjurisdictional Telepsychology](#)

Reminders for Candidates:

Application for Oral Examination & Transcript Requirements:

Candidates must arrange for Ph.D., transcripts to be sent to PAM before their oral exam application is reviewed. The transcript must not say that the Ph.D. is being "Sought" as is often the case with transcripts submitted with candidate applications. PAM is now registered with [Aurora](#) at the University of Manitoba. Exam applications that are incomplete are not reviewed until all documents have been submitted.

Supervision Reminders:

Supervision doesn't cease when required hours are met!

Candidates are under supervision until they have successfully passed the oral examination even if their required supervision hours are complete.

Appraisal Forms and Record of Hours Forms:

Candidates must submit the fillable [Supervisor Appraisal Forms](#) every six months during their candidacy.

[The Record of Hours](#) forms are to be utilized and kept track as hours accrue but the forms are only to be submitted with the oral exam application. This prevents duplicates from being submitted and makes the process of tallying hours by the Registration & Membership Committee more efficient.

Update from the Registrar

Hal Wallbridge, Ph.D., C.Psych.

Dear Members,

With the annual registration renewal (April 1st deadline) and an election year coming up soon, I am taking this opportunity to update members about PAM.

I am disappointed to report that the new government has made no progress of revising our act. While we had a draft nearly ready for public consultations with the previous provincial government, the current government has taken no steps to continue the process. Our efforts to obtain an update or timeline about future steps have not been met with an informative response. My only comfort is that I know other regulatory colleges in Manitoba scheduled to come under the RHPA have also seen minimal progress with their legislation as well, so we have not been singled out. I know that members will be frustrated by this lack of progress, particularly considering the number of inquiries we continue to receive about incorporation and about the status of school psychologists in exempt educational settings. Be assured that any evidence of progress on this issue will be reported to members.

Nevertheless, some aspects of regulation continue to evolve while we wait to make progress on the act. Work is currently being done to develop an updated Code of Conduct by reviewing the existing Codes and Standards of other provinces. At some point, likely in the next year, a draft of a revised Code will be circulated to members for input. We have also revised and clarified the educational requirements for registration to provide more detail to applicants (see [degree requirements](#) under registration information). Doing this you will also notice that the PAM website has been updated and refreshed. The application form has also been revised to capture more detailed information from applicants, although we hope in a way that is still logical and organized for prospective members. We also have more information to guide applicants and members about Fields of Practice and Client Group Definitions, as these competency domains continue to evolve in importance as we near an RHPA type act. The past year has also seen us clarify the process for permitting short-term or limited telepractice into Manitoba from other provinces, which in all cases is to facilitate patient care. Finally, I would draw member's attention to the [report](#) by the Truth and Reconciliation Commission Task Force after several years of work and chaired by Sonia Marrone.

You will have received by now the notice of the AGM set for Wednesday April 30, which will be held remotely again. Holding the AGM online prevents us from benefitting from the social aspects of an in-person AGM, which is regrettable, but this format does permit broader participation and is much more cost effective. Related to finances, Council is currently mulling the need to impose a levy on members at renewal time in order to respond to significant legal expenses associated with two complaints, both of which have involved extensive investigations and the need for hearings. The need for and potential amount of this levy is still to be determined. From my ex officio attendance of Council meetings, I know the issue of the financial stability of PAM is their top priority. They are examining the standard practices about how complaints are handled and the use of legal consultation, collaboration with the Complaints Committee, to develop processes that are sustainable and better able to weather complex complaints, especially when they coincide as they have done recently. I spoke to you last year about the need to rebuild our reserve fund, which unfortunately has not yet started due to these imminent hearings. For whatever time I continue to serve as the PAM registrar, rebuilding this reserve fund is my top priority.

Continued

PAM Council recently voted to suspend using the EPPP2, which is the newer clinical skills version of the exam. The reason for this change is that ASPPB had decided to stop the planned mandatory adoption of the EPPP2 by any regulator using the EPPP1, given some resistance from a number of jurisdictions. While Manitoba was an early adopter of the EPPP2, most jurisdictions in North America appeared to be waiting for ASPPB to make the EPPP2 a general requirement. Due to resistance to the requirement that two versions of the EPPP be adopted, ASPPB has decided instead to create a single exam that incorporates both knowledge and skills items. PAM supports this change, but in the meantime ASPPB has decided that any developmental work on the current EPPP2 will stop. Since we had been counting on this work continuing to address some issues with the test (specifically, the pass rate was too low for the test to be the most useful to us), Council has decided to stop using the EPPP2 and to continue with the EPPP1 until the revised exam is available.

Also, in the area of candidate examinations, we had a positive response to our email to members looking for volunteers to serve as oral examiners. The importance of the oral exam continues to increase. This is the final step to decide about a member's areas of practice and populations, that will one day be defined on a member's Certificate of Practice (again, anticipating the RHPA). Moreover, as the training pathways for new members continues to diverge (e.g., Masters, online, or international programs), the oral exam serves as a final check of the candidate's readiness for independent practice.

Finally, I offer a plea for members to consider being open to serving as post-degree supervisors for new candidates for registration. In particular, Manitoba, and Canada as a whole, has seen an increase in the number of candidates from outside of North America who often start the process of securing a candidacy supervisor without any previous contacts in the province, which makes the task very challenging for them. These interesting and suitable candidates need supervisors to enter practice, so if a member is ever approached by someone, please give them consideration. These international candidates will help the college to grow and diversify in ways that will ultimately be a great benefit to the practice of psychology in Manitoba. And to those who have or who continue to serve the profession in this capacity of candidacy supervision: my thanks to you.

Tell us about yourself?

I am a Registered Psychologist and Board-Certified Behaviour Analyst-Doctoral in Private Practice (Wirth Behavioural Health Services) and an Adjunct Professor in Psychology at the University of Manitoba. I'm married to a great guy who is also a business owner (Perfect Landscaping) and a parent of a 16- and 13-year-old. We seem to spend a lot of free time at hockey rinks, as our daughter plays hockey. In the other 4 months of the year (non hockey months that is) we like to spend time at the lake and occasionally travel. I don't enjoy working out really, but I do it anyway because I should, and my husband drives me to do so with his commitment to his physical health. I much more enjoy doing sport-like activities, like playing volleyball or pick-up hockey games with the kids, going for walks, runs, rollerblading, casual biking, and hikes, that kind of thing. We are Jets and Bomber fans, and are fortunate enough to have season tickets, so we go to games often. When I get to have my very own completely free time, which feels not often, I like to read for fun. I also find myself drawn to researching whatever issues I happen to be working on with my clients, and I spend a lot of time on google scholar or reading practice guidelines. I wrote a book once (*How to get your child to go to sleep and stay asleep*), and on my to-do list is to work on a second edition. I like to participate on thesis committees and keep my fingers in some different research projects (e.g., autism, sleep, timing of diagnosis, early intervention, etc.)

What inspired you to start volunteering with PAM?

I had a few reasons for wanting to participate. One is that I felt decisions were being made for my profession that I wanted to have a say in. Another is that I went through a complaint, and while that quite honestly made me want to avoid anything to do with the association, I tend to try to face my fears head on, and again, wanted to have a say in decisions that were being made for the profession. I have always believed that it's better to work towards having a voice in the solutions of things.

What type of volunteer services have you provided to PAM?

I have participated on an oral exam committee in the past, and in the past 4 years I have been on Council as a Member-at-large and Treasurer. Through council I had the opportunity to also sit on several appeal committees related to complaints and represent Manitoba in our national regulators' association. Participating on council matters has been illuminating, surprising, and enjoyable so far.

How has volunteering with PAM been rewarding for you?

I have learned a lot about how the association has run and started to understand the importance in our field being self-regulated. The importance really struck me after getting information from other regulators across Canada and seeing how they were affected when choices were made for them through government. I have also recently appreciated that I very much previously viewed PAM as an association that was "them" over "there," and not necessarily that "they" were representatives of me and other psychologists, as well as protectors of the public. I am trying to represent the perspectives of my colleagues in my conversations, and I believe that engagement of our membership is important, and that I feel satisfied we are going to be working towards that end. I enjoy our meetings, feel that the direction of the association is very inclusive and considerate, and want to help my other colleagues to feel that way too.