



Chronicle

College of Psychologists of British Columbia

NEWS AND INFORMATION FROM THE COLLEGE OF PSYCHOLOGISTS

Spring 2014

Letter from the Chair of the Board

Dear Registrants,

Welcome to the first electronic version of the College's newsletter, the Chronicle. As always, the College welcomes your feedback regarding format and content. Feedback may be sent by fax (604) 736-6133, regular mail or email (feedback@collegeofpsychologists.bc.ca). The Board hopes that registrants continue to read the Chronicle and other Code and in the interest of being informed about issues impacting on the regulation of our profession and key College activities. In this issue, you will find updates and information on the following: Board election results, Board strategic planning meeting, upcoming registrant workshop, bylaw updates, changes to governing legislation, posted changes to the Code of Conduct, announcement of the AGM and Continuing Competency presentation for May 22nd, a statement about the Code of Conduct and changes to various diagnostic systems, such as DSM-5, and more.

Board Elections and New Public Member:

I take this opportunity to welcome Marlene Moretti, Ph.D., R.Psych., who, was elected by acclamation to the Board for a three year term. Marlene is CIHR Senior Research Chair and full Professor in the Department of Psychology at SFU. In addition, Marlene has just finished six years on the College's Inquiry Committee and the Board thanks her for her hundreds of hours of service in this regard. The Board looks forward to Marlene's participation on the Board and the wisdom and experience she brings to this role. Henry Harder, Ph.D., R.Psych., was also re-elected by acclamation for a three year term on the

Board. I want to take this opportunity to thank him, on behalf of the entire College, for the past two years, during which he served as Board Chair. Henry's involvement with the College dates back to the early days under the Health Professions Act, and his accrued experience and perspectives are invaluable.

I also want to provide some information on our newest public member, Ms. Lisa J. Seed. Ms. Seed was appointed last Spring. Along with her professional expertise with HSBC as Assistant Vice President, Personal Financial Services of HSBC Bank of Canada, she has a long list of other community involvement including work with the Vancouver Food Bank and the Arts Club Theatre which she brings to her enthusiastic and engaged participation on our Board.

The Board of the College is a very diverse yet cohesive group of public and professional members. We are working hard and well on behalf of the profession.

Workshop for Registrants: Please see the detailed article on planning for the rollout of the planned workshop for registrants. This workshop is under the development of the Quality Assurance Committee and is designed to be equivalent to the annual continuing competency requirement with a combination of pre-readings, workshop participation, and follow up readings and discussions. Please review the details in this newsletter and stay tuned for additional information.

Strategic Planning Meeting: I am pleased

to draw registrants attention to the article in this issue summarizing the Board's January 2014 Strategic Planning meeting. The Health Professions Act is very clear in specifying the objects of the College and the mandate to regulate the health professions in the public interest. Much of the College's work is devoted, by necessity, to the legislated tasks and responsibilities. The Board engaged in a full day discussion of the College's legislated responsibilities – with attention to the current environment of collaborative healthcare, specific challenges to registrants working under the umbrella of the Health Authorities as well as those facing private practitioners. It was a productive discussion and we summarize the process and outcome in the article.

First Nations Health Authority: Please take note of the important information in this Chronicle about the establishment of the First Nations Health Authority (FNHA). In addition to the training opportunities described, registrants with relevant expertise should consider ways in which they can assist the FNHA in this important transition.

Diagnostic Systems: As you will read in the statement, the College does not have a position on DSM 5 or any other diagnostic system, but does hold registrants to be in compliance with the Code of Conduct, which

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COLLEGE BOARD

- Michael F. Elterman, *M.B.A, Ph.D., R.Psych.*
- Henry Harder, *Ed.D., R.Psych.*
- Jenelle Hynes, *Public Member*
- Russell King, *Psy.D., R.Psych.*
- Leora Kuttner, *Ph.D., R.Psych.*
- Marlene Moretti, *Ph.D., R.Psych.*
- J. Dean Readman, *Public Member*
- Lisa Seed, *Public Member*
- Hendre Viljoen, *Ph.D., R.Psych.*

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includes multiple standards relating to diagnosis, assessment and treatment. Some of the legislation which governs provincial institutions and procedures does specify a particular version of the DSM. Thus it is important that registrants are aware of the DSM 5, and the many issues surrounding it, to ensure that the psychological services provided to these settings meets professional standards and institutional requirements.

I am honoured to serve as Chair of a hardworking Board and staff. I hope to see you all at the AGM on May 22, 2014.

Sincerely Yours,

Russell King, Psy.D., R.Psych.

Update on Upcoming Registrant Workshop

The Quality Assurance Committee continues preparations for the customized workshop for registrants to be presented in 2014 with a plan to launch during the summer. The workshop will be offered a minimum of two times, at least once each in Vancouver and Victoria.

Depending on the number of attendees in 2014 and other logistics, the Committee has extended workshop availability for either the 2014 and 2015 year in order to accommodate the largest number of interested registrants. Completion of the workshop will meet the continuing competency requirement for the year in which it is completed.

The workshop has three components:

1. *Readings and self-assessment to be completed prior to the workshop*
2. *Attendance at the workshop itself*
3. *Completion of post-workshop reading and an online quiz.*

In order to make the workshop as useful to registrants as possible, registrants are encouraged to provide input with regard to topics to be covered (feedback@collegeofpsychologists.bc.ca).

We ask registrants to consider input they provide in the context of the following key objectives for the workshop:

1. *Ensuring registrants are aware of regulatory documents and obligations.*
2. *Enhancing registrant understanding of changes in clinical practice in the context of collaborative care and the current healthcare climate.*
3. *Sharing the cumulative wisdom of the Inquiry Committee and translating that wisdom into best practice.*

WORKSHOP INPUT REQUESTED

To maximize usefulness of the planned workshop, please provide your input with regard to topics to be covered (feedback@collegeofpsychologists.bc.ca). Please do so in the context of the following key objectives for the workshop:

1. *Ensuring registrants are aware of regulatory documents and obligations.*
2. *Enhancing registrant understanding of changes in clinical practice in the context of collaborative care and the current healthcare climate.*
3. *Sharing the cumulative wisdom of the Inquiry Committee and translating that wisdom into best practice.*

FIRST ELECTRONIC ISSUE OF THE CHRONICLE

Welcome to the first exclusively electronic issue of the Chronicle. Please provide your comments, suggestions or feedback to feedback@collegeofpsychologists.bc.ca

STRATEGIC PLANNING MEETING

On January 27, 2014 the Board had a strategic planning meeting during which full discussion was held about the risks and challenges currently faced by the College. Among the items identified as high or medium risk are the following:

Litigation and legal processes

This remains a challenge for the College given the establishment of the Health Professions Review Board and the relatively high rate of complaints. The Board was pleased with the outcome of the College's efforts, alone and in concert with the other health professions, to learn from Review Board decisions as well as to attempt to inform that process, through thorough submissions and constructive engagement.

Collaborative care and overlapping scopes of practice

The Board reviewed a range of practice changes necessitated by public policy, overlapping scopes of practice and collaborative care. The Board again confirmed the importance of the upcoming registrant workshop in this regard. It was also decided to continue our active engagement with the training programs to help ensure the readiness of their graduates for psychology practice in the current healthcare environment.

Unregulated healthcare services

This issue relates to services not offered or supervised by a registered psychologist and the Board discussed the possibility of the College offering training for psychologists who want to enhance supervision skills.

Foreign Trained and AIT applications

The impact of the Agreement on Internal Trade on health professions has been significant and we are no exception. The Board endorsed the College's efforts with the Association of Canadian Regulatory Organizations (ACPRO) to establish a national standard.

Financial issues

The College's demographics continue to portend a challenge over the next decade as a large proportion of registrants consider retirement. The controls in place, and the establishment some years ago of the contingency fund, have helped the College to plan for this risk. The potential of a large number of retirements over the next decade, along with the basic reality that there is no control over the number of complaints or the number of review board applications, continue to mean that financial challenges remain at the forefront of the Board's planning and consideration. The success of the College in managing these challenges to date was also discussed.

First Nations Health Authority (FNHA)

Statistically significant health disparities exist for First Nations people in BC and across Canada. The First Nations Health Authority (www.fnha.ca) aims to reform the way health care is delivered to BC First Nations to close these gaps and improve health and wellbeing. BC First Nations, the Province of BC, and the Government of Canada have all determined that First Nations health disparities are no longer acceptable. A new relationship between these Tripartite Partners was forged and a series of precedent-setting agreements led to the creation of a First Nations Health Authority. This new health authority has taken over the administration of federal health programs and services previously delivered by Health Canada's First Nations Inuit Health Branch – Pacific Region, and intends to work with the province and

First Nations to address service gaps through new partnerships, closer collaboration, and health systems innovation. The FNHA's slogan is "Health through Wellness". Among their wellness initiatives is 'mental wellness and substance abuse'.

The Indigenous Cultural Competency Training Program (ICC) was created to increase cultural competency within Health Authorities. This training is a facilitated on-line training program with the objectives of enhancing self-awareness and strengthening the skills of those who work directly and indirectly with Aboriginal people. The goal of the ICC training is to further develop individual competencies and promote positive partnerships. There is a training module targeted to those who work in the mental health field, with a focus on

mental health issues for professionals working with Indigenous people in BC. The College expects, and the Code of Conduct requires, that all registrants maintain knowledge and skill with regard to dealing with human diversity issues in practice, including cultural diversity.

The Board of the College has decided to complete this course and strongly encourages each registrant to review the information regarding this training and make an informed decision about completing the training. There is no cost for individuals working for the health authorities and other employers. More information can be found at www.culturalcompetency.ca.

Continuing Competency Program Feedback and 2013 Audit

The Quality Assurance Committee (QAC) would like to thank those registrants who took the time to share their thoughts regarding the proposed revision to the Continuing Competency Program. The QAC had discussed a change that would require registrants to plan for their continuing competency activities as a way to optimize the value of those activities. The feedback was reviewed and it was determined that, at this time, a plan will not be required of registrants. Instead, the QAC will consider using this as a way to enhance relevance of future activities in situations where logged activities were found to be only loosely connected to the professional practice of psychology.

The QAC does wish to emphasize, however, that a self assessment and plan such as the one contemplated is commonly used in other jurisdictions in Canada and the United States. It is also a recommended requirement according to the Association of State and Provincial Psychology Boards (ASPPB) Task Force on Maintenance of Competence and Licensure. In its meetings with the Health Profession Regulators of British Columbia (HPRBC), the BC government has communicated its expectation that health colleges place a greater emphasis on quality assurance. Some Colleges have implemented a re-examination of registrants or some other direct evaluation of competence that goes well beyond the self report system we currently have in place. We are actively monitoring these government expectations and registrants should expect future changes to the QA program on the basis of these government directives.

The QAC recently met to review the continuing competency logs of those registrants who were audited for the 2013 year. The Committee encountered several issues of note. The level of detail for Category C (Structured Interactive Activities) needs to be enhanced and specific details provided. Registrants often failed to identify the professional designation of the individuals with whom they were consulting (e.g., R.Psych., MSW) as well as the nature of the discussion (e.g., intervention strategies for a complex psychotherapy case). Dates were also often missing. It was also noted that in some cases the consultations were solely with non-regulated individuals (e.g., RCCs, MFTs). The requirement is that at least one other regulated/licensed health professional is part of the consultation. Some registrants did not use the downloadable log provided by the College and instead provided a narrative of their activities, acronyms were used without definition, journals were referenced as having been read "monthly" but no dates or hours were provided, etc. The Committee encourages all registrants to document continuing competency activities as they occur, using the log provided. This will enhance both the detail and clarity of the documentation for all categories, will help to ensure compliance with the requirements, and will greatly assist the Committee in their review.

CODE OF CONDUCT CHANGES

Proposed changes to the Code of Conduct were approved for posting by the Board at their March 7, 2014 meeting. These additional changes were reviewed in the October 2013 issue of the Chronicle. Thank you to those registrants who chose to provide comments and feedback. The Board anticipates enactment of these changes along with the posted changes to the general and registration bylaws which have been posted since December 2012, awaiting government approval.

DSM 5

In May 2013, the American Psychiatric Association released the fifth edition of the Diagnostic and Statistical Manual of Mental Disorders (DSM-5). The DSM-5 has received a great deal of attention due to the controversial nature of some of the revisions. Since its publication, the College has been approached by various agencies and individuals seeking advice as to whether this latest revision should be adopted given the controversy that has surrounded it.

Agencies that rely on DSM diagnoses to determine eligibility for services or compensation, such as WorkSafe and Community Living BC (CLBC), may or may not require psychologists to use this latest edition or may elect to defer their decision to adopt the revised DSM. Similarly, employers and privately practicing psychologists may vary with regard to implementation. The College takes no position with regard to these decisions as all psychological methods and procedures are subject to the same practice standards as set out in the Code of Conduct. Standards include requirements relating to maintenance of professional knowledge (3.7), selection of assessment procedures (11.15), reporting of limitations in validity or accuracy of assessments (11.11) and many others related to assessment and provision of professional opinion.

UPCOMING BOARD MEETING DATES

May 22, 2014
July 25, 2014
September 19, 2014
November 28, 2014

Report on the Family Violence Workshop

We are pleased to report that the Family Violence workshop, hosted by the College on November 21, 2013 was well attended and positively experienced by the psychologists and social workers who were present. In addition to the excellent presentation lead by Dr. Peter Jaffe, we were delighted to have The Honourable Donna J. Martinson, Q.C., LL.M. and Retired Justice of the British Columbia Supreme Court provide opening comments and a paper on the topic of the new Family

Law Act and best practice issues in parenting assessments. The workshop was co-sponsored by the BC Psychological Association, the BC College of Social Workers and the BC Association of Social Workers. The College appreciated the opportunity to collaborate with our colleagues in Social Work and looks forward to hosting future workshops that provide a similar opportunity for collaboration with related disciplines.

Annual General Meeting

Thursday, May 22, 2014

6:00pm - 8:00pm

A light dinner will be available at 5:30pm

New Vancouver Location

Vancouver Public Library
Library Square

Update on the HPRBC

Public Awareness Campaign:

The newly re-named Health Profession Regulators of BC (formerly the HRO) has been busy with establishing a constitution and bylaws, electing officers, and developing business plans and priorities.

Registrants will have seen copies of the public awareness campaign posters on the College's homepage, under announcements. Colour copies of the posters for posting in registrant offices and more information on the public awareness campaign is available by following this link. <http://www.bchealthregulators.ca>

Public Notification Framework:

In addition to the public awareness campaign, another initiative is based on the identified need for a consistent and cohesive public notification process across BC's health Colleges to improve the credibility of the health Colleges as a whole with respect to transparency and accountability of complaint dispositions, to reduce the risk of negative media exposure, to enable BC's health Colleges to proactively 'set the bar' for the public notification process and to build consensus between the organizations on how to move forward.

The HPRBC working group relied on HPA Section 39.3 (Public Notification) which identifies the requirements for public notification to guide their work. The working group also considered HPA Sections 26 (Inspections, Inquiries and Discipline), 32 (Complaints), and 37 (Citation for Hearing by Discipline Committee and Consent Orders). The Framework for Public Notification identifies principles of public notification with recommendations to guide and align current public notification practice by BC's health Colleges. The working group designed the framework within the overarching principles of: transparency and accountability to public; consistency across health Colleges; education and deterrence of registrants; accessible jurisprudence.

The Board of the College of Psychologists of BC endorsed this policy at its meeting in January. The proposed Framework for Public Notification is found on the College website, in the registrant portal section.

Listing of New Registrants

Albert, Paul Raymond M.A.	Frampton, Kristen Liane Ph.D.	Moroz, Marci Dawn M.A.
Bates, Mollie Elisabeth Ph.D.	Hammer, Christopher Michael Ph.D.	Pahl, Kristine Marie Ph.D.
Davidson, Martin Ryan Ph.D.	Lane, Kimberly Anne Ph.D.	Tang, Tricia Ph.D.
Daws, Loray Ph.D.	Lanting, Shawnda Christine Ph.D.	Vellet, Nicole Sonya Ph.D.
Dzedzora, Vivian Joy Ph.D.	McCulloch, Louise S. M.Ed.	Windell, Delwynne David D Litt et Phil
Ferguson, Alexander Murray D. Psych.	McFee, Kristen Ph.D.	York, Mandy Lynn M.Sc.
Ferrett, Helen Louise Ph.D.	Moon, Erin Christina Ph.D.	

Bylaw Schedules J and K

Bylaw schedules relating to costs of investigations and discipline hearings were brought into force some years ago. Generally, the College has been successful in negotiating settlements with registrants to bring to resolution serious matters that would otherwise have necessitated a hearing of the Discipline Committee. In this regard, the

College and the Inquiry Committee appreciates the engagement of registrants in the resolution process and the general openness of professional psychologists to practice enhancement and continued learning. This is not always the case, however, and the costs of prolonged negotiations with registrants and their legal counsel add up in terms of both cost

and resources. We take this opportunity to remind all registrants that the College's bylaw schedules provide for the Inquiry Committee to assign costs to a registrant for the costs of an investigation. Registrants can review these bylaw schedules at the following link:

<http://www.collegeofpsychologists.bc.ca/bylaws.php>

Use of Email and Other Electronic Media

Complaint issues having to do with registrant use of email and texting (and other electronic media) have risen over the past several years. While increased reliance on email comes as no surprise, a number of serious complaints have highlighted a complete lack of caution or safeguard in the use of this nonconfidential means of communicating with clients and third parties. The overriding consideration for registrants is that **the use of email or other electronic means is subject to the same standards and factors as other forms of communication and are covered by the Code of Conduct.** Specifically, registrants should give careful consideration to issues of confidentiality, informed consent, expectations of response time and frequency of monitoring electronic communications, policies with regard to safety of client and others, appropriate coverage and alternate resources for vacations, emergencies, etc., lack of security and confidentiality of email

and text communications, location of email servers and accessibility of data, and other issues. Use of electronic media brings to the fore a range of client expectations in terms of accessibility, response time, and confidentiality – none of which can be guaranteed by the use of these media and each of which presents the clinician with problems that can be avoided or at least minimized through prudent and circumscribed use.

As the College considers the development of specific standards in this regard, registrants are advised to integrate the following into their practice:

- Patient confidentiality must be maintained and guarded when using electronic means of communication, in the same way as with paper records, as per the Code of Conduct.
- Communications with patients using electronic means forms part of the practice record.

- Ensure explicit informed consent of the patient before transmitting patient information electronically.
- Use encryption or password protection when sending information electronically and passwords should, preferably, be communicated through non-electronic means.
- Use the delay features available on many email programs so that you can ensure the recipient is the intended receiver of the message.
- Email and texting may be appropriate for scheduling or other explicitly administrative functions and it may well not be appropriate in other circumstances.
- Email and texting do not substitute for direct personal communication.
- Develop and adhere to a policy statement explaining the use of email in your practice and include this statement in forms obtaining informed consent.

BC Health Regulators

For immediate release
February 3, 2014

BC's health profession regulators join together to form a society for enhanced patient safety

VANCOUVER – British Columbia's 26 regulated health professions, governed by 22 colleges under the Health Professions Act, and one under the Social Workers Act, have incorporated under the Society Act to become the Health Profession Regulators of BC Society.

"This is an important step forward for all of us," says Cynthia Johansen, registrar and CEO of the College of Registered Nurses of BC and current co-chair of the society. "We have always worked cooperatively in the past to address common regulatory matters; however, the formation of a society provides a legal structure to advance our mandate of patient safety more effectively."

The purpose of the society is to collaborate on the development of common approaches to core regulatory functions such as registration and licensing, handling complaints from patients, quality assurance activities, and the development of professional standards. As Johansen explains, "There is a lot of depth and breadth of expertise and experience amongst society members, which can be shared with others through joint task forces and working groups. We all regulate our professions under the same legislation. Sharing ideas, resources and best practices will inevitably lead to improvements for everyone."

In September 2013, the society launched "our purpose, your safety," a campaign designed to raise public awareness about the role colleges play in patient safety, and to shine a spotlight on the importance of seeing a regulated health professional. "We exist to protect the public," says Johansen. "We make sure that anyone who uses the designation of any of the 26 regulated health professions is registered with their respective college, and meets all of the required conditions of registration."

These conditions include graduation from a recognized school and successfully completing a rigorous examination process before being granted the privilege to practice. Health professionals must also complete criminal record checks, provide proof of good character, renew their registration each year, and keep their skills and knowledge up to date.

The Health Profession Regulators of BC Society is an incorporated, not-for-profit organization whose purpose is to promote effective communication and collaboration between members on matters relating to regulation, administration and education.

Media inquiries
Francine Gaudet
Director, Communications
College of Registered Nurses of British Columbia
604-736-7331, extension 323

For more information visit www.bchealthregulators.ca

COLLEGE OF PSYCHOLOGISTS OF BRITISH COLUMBIA ANNUAL GENERAL MEETING

Thursday, May 22, 2014
6:00pm – 8:00pm

A light dinner will be available at 5:30pm.

Annual General Meeting and Continuing Competency Presentation

We are also delighted to announce that Mr. Jason Herbert of Davis LLP will present the Continuing Competency Presentation on the topic of the Health Professions Review Board and the College's experience over the past 5 years since its inception.

Vancouver Location:

Vancouver Public Library
Alice MacKay Room
350 West Georgia Street, Vancouver, BC

Victoria Location:

Royal Roads University
Learning and Innovation Centre's 'Center for Dialogue'
2005 Sooke Road, Victoria, BC

Further details will be provided to registrants prior to the meeting and will also be available on the College's website.

The presentation to accompany the AGM will be eligible for Continuing Competency credits.

Registrants in other areas will be able to view the AGM via webcast and submit questions via email.

Board and Committee reports will be presented, as per the Bylaws.

- RSVP -

Please RSVP your attendance and location by May 12, 2014:

Phone (604) 736-6164 or (800) 665-0979 (push 307 as soon as the auto-attendant picks up);

fax (604) 736-6133; or email agmrsvp@collegeofpsychologists.bc.ca.

Please also leave us a message if you are interested in participating via webcast.



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