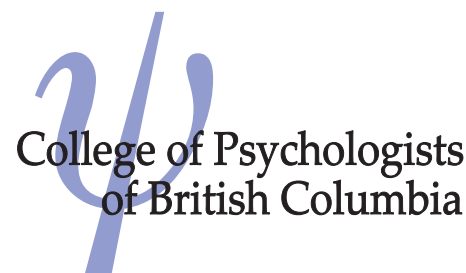


ELECTION ISSUE –

Information, ballots and envelopes are included in this issue for all full registrants.



Chronicle

NEWS AND INFORMATION FROM THE COLLEGE OF PSYCHOLOGISTS

Volume 5 • Number 4 • Fall 2003

Comments from the Chair

I would like to take the opportunity that this abridged *Chronicle* provides to share a few brief comments.

Election

Enclosed in this issue of the *Chronicle* are the brief biographical statements of three candidates for the Board of the College. Each of the two open board positions is for a three year term. This is an appropriate moment to acknowledge the efforts of Emily Goetz who is finishing her third year on the Board and is not seeking re-election. The Quality Assurance Committee has made great strides under her stewardship.

I encourage you to exercise your right to vote. Please note only full registrants under our bylaws have voting rights. If you are not on the full register, you can still make your views known through appropriate channels, e.g. by sending a letter to the office of the College, on any issues of concern.

Renewal of Registration

Renewal time is fast approaching. You will be receiving a renewal package from the College in mid-November. The deadline for submission of renewal materials - **which means payment and a complete renewal form, is December 31, 2003.** All efforts to send in your completed renewal materials as early as possible are much appreciated.

I wrote last year about the number of registrants who, despite multiple reminders, submitted materials late and incomplete. The *Health Professions Act* and our bylaws specify

the actions that must be taken when renewal fees and forms are not submitted on time. We have no choice about the consequences in this matter.

Reaction to my letter to Registrants and questions raised at information and other meetings raise an interesting question which is discussed from time to time by the Board: Do registrants read materials sent to them by the College?

When I ran for the Board one of my concerns and an issue raised at preceding AGMs was the matter of anger towards the Board regarding a perceived lack of communication. Subsequently, we have made efforts to put out information in a variety of ways at multiple times. Yet we did not have a quorum for the AGM. Last year a handful of registrants made out their registration renewal checks to BCPA and were quite puzzled when the check was sent back to them for correction. Some registrants remain confused with the role of the College as the regulatory body, even though our profession's regulatory and professional advocacy activities have been separate for over a decade.

The 2002 Annual Report provides a wealth of information which is well worth the time to review. It is common at an information or other meeting for one or another registrant to raise issues about the complaint process, using a variety of interesting adjectives to describe it.

I would challenge you to remember that such renditions relate the issues from the registrant's perspective only. The Annual Report, on the other hand, provides a documented and objective

continued on page 2

In this Issue...

1. Report from the Chair
2. Election 2003
3. Finance Committee Report
4. Code of Conduct and Retirement

Also included:

- Election Ballots
- Envelopes
- Information
- Meeting Reminder

Guidelines for Reporting under the Motor Vehicle Act

The Fall 2003 *Chronicle*, Volume 5, Number 3, contained an article on Guidelines for Reporting Under the Motor Vehicle Act. We would appreciate your feedback on the information contained in this article. The College would also like to direct you to a website maintained by the BC Medical Association (www.drivesafe.com).

In addition to links to College and BCPA sites, it will soon incorporate a downloadable form which psychologists and optometrists can use to inform medical practitioners of concerns related to their patients' competence to drive.

Registration Renewal

The College will be sending out registration renewal forms by mid-November.
The deadline for completion of the renewal form and payment of renewal fees is
December 31, 2003.

Report from the Chair continued from page 1

description which the vast majority of registrants should find very confidence-producing and reassuring. For example, over the three years the College has been under the Health Professions Act a total of 212 complaints have been closed. As noted in the Report, over 2/3 (142) of these closed complaints were not proceeded on for reasons of insufficient evidence or procedural issues (such as loss of jurisdiction). For the remaining 70 complaint files which were investigated, **84% (n=59) were resolved on a completely voluntary basis - that is they were resolved with the voluntary agreement of the registrant.** Such voluntary resolutions may have involved without prejudice discussions and/or agreement to sign an undertaking which addresses (and typically closes off) any identified concerns of the Inquiry Committee. The remaining 11 complaint files were resolved as follows: one registrant with 5 complaints resigned rather than proceed to a hearing,

4 files had to do with former registrants or applicants and thus were referred to the Registration Committee should the person reapply for registration, and for the remaining two files, one registrant had his license suspended for period of five years. To summarize, **less than 5% of all complaints reviewed by the College under the new legislation have resulted in anything other than voluntary action.** Further the voluntary actions, as described so clearly in the Annual Report, typically consisted of activities quite consistent with our values of continuing competency and professional development.

What do these numbers mean? They show that in the typical instance, if you receive a notification that the College has received a complaint about your conduct, you would be well-served by asking yourself the question of whether or not this is an opportunity for constructive self-reflection. Approaching it from this point of view is

more likely to lead to a nonadversarial resolution. Even when complaints are appropriately viewed as vexatious in nature, there is still something to be learned about their prevention. If the particular complaint is investigated and you are asked to provide a response and/or to participate in a without prejudice discussion with your peers, the numbers suggest engaging actively in this process is in your best interest.

Please also bear in mind that the College takes seriously its obligations for confidentiality and protection of privacy. The information that the College can provide to registrants at meetings and in our communications is constrained by these considerations.

Thank you for your time. Please stay informed. Your constructive feedback is welcome.

Respectfully submitted,
Henry Harder, Ed.D., Chair

Election of Board Members 2003

There are two (2) positions, each for a three (3) year term, to be filled in this election. Vote for two candidates, as there are two open Board positions

Biographical information and statements respecting the candidate's activities on behalf of the profession follow. Ballots must be received at the College office by 4:00 p.m. on November 14, 2003. To ensure the confidentiality of your ballot, insert your ballot into the smaller coin envelope and then put this into the return envelope. The information on the outside of the return envelope is required for your vote to count.

Lee S. Cohene

I have worked as a Registered Psychologist in BC both as a civil servant for 25 years and in a part-time private practice for 14 years. I have held visiting and adjunct academic appointments at the University of British Columbia and Simon Fraser University, and before that, at the Universities of Iowa and Toronto. I served on the executive and as the Vice-Chair and Secretary-Treasurer of the Psychologists Chapter of the BC Professional Employees Association (BC Government) before its reorganization. At the present time, I coordinate a multidisciplinary mental

health team in suburban Vancouver as a Team Leader for Child and Youth Mental Health Services and serve as the Senior Psychologist for Simon Fraser Region, both in the Ministry of Children and Family Development. I am active in the clinical training and education of psychology graduate students in practica, internship, and supervision for Board registration. I also continue to work in private practice in Vancouver.

I received a doctorate in Psychology from the University of Iowa in 1975 and I interned at Sunnybrook Medical Centre in Toronto, before coming to BC. While "grandfathered" in BC as a Registered Psychologist, I was also Board Certified in Ontario at the time and so I was subjected to the rigorous written and oral examination process that psychologists in BC are now familiar with.

I have dedicated my career to the development of sound, innovative, evidence-based programs and practices in psychology and mental health. I serve regularly on various advisory committees. Among these, currently, for example are the Child and Youth Mental Health Provincial Advisory Committee (Ministry of Children

and Family Development), the British Columbia Children's Hospital Community Advisory Committee (Psychiatry) where I also serve as Co-Chair, Maples Adolescent Centre Advisory Committee, and the Simon Fraser Region (Psychiatric) Youth Day Treatment Program Advisory Committee. In addition, I recently chaired the Bed Allocation Sub-committee for Mental Health Programs at BC Children's Hospital. In relation to British Columbia's Child and Youth Mental Health Plan, I am presently involved in the development of a strategic plan for Child and Youth Mental Health Services in the Tri-Cities, east of Vancouver.

In the realm of public service, I have extensive volunteer board experience with non-profit organizations, in both the health and social services sectors (e.g., United Way of the Lower Mainland and United Way's Fraser North Governing Committee; Fraser North Society for Children, Youth and Families; New View Society) as well as in the arts (e.g., Dunbar Musical Theatre, where I also served as Business Manager). Given this combination of professional and public experience, I understand what it means to represent people with divergent interests and views. At the same time, I appreciate the need to be fiscally responsible.

Election of the Board 2003 continued from page 2

Robert Colby

I am in private practice in Vancouver and have been registered in British Columbia since 1982. Previously I was employed as a Director of School Board Psychological Services in Brantford, Ontario, for 15 years while also maintaining a private practice. My work in psychology began in 1963 in New York City. I have worked in Psychiatric Hospitals and in clinics providing services to youth, adolescents, and couples. Much of my work was with veterans of the 2nd World War and Korean War under the Veterans Administration Act. I began working with long-term trauma victims. I also worked with residential school students in the early part of my career as I have with members of native communities. My practice, therefore, became more focussed both on family matters and on issues of violence both within the family and victims of traumatic events, including physical, sexual, and emotional abuse. Over the years my practice has been more involved with two distinct populations, one being family and couples' issues and the second being individuals dealing with traumatic, intrusive life events. The populations overlapped in my forensic practice. One fifth of my time was spent travelling to native reserves. Much of my practice involves forensic court matters and assessments related to both criminal and family matters.

I have been involved in the administration for the Board of Directors of the College and Societal bodies. I have served previously in the early 90's as Chairman of the British Columbia Psychological Association. At that time B.C.P.A. served as both colloquial and regulatory body. Following that term of office, I subsequently served as Director of the British Columbia Psychological Association. Completing my term, I volunteered my time on a number of committees, most significantly on the Inquiry Committee. I have also provided services to committees in dealing with the provision of services to native communities and to multicultural populations.

I have served as Chair and Director of the College of Psychologists of British Columbia for the last three years. As a group, working together, in conjunction with the Registrar and Legal Counsel, the Board has been involved in the development of:

- entrance requirements that put us in line with all Canadian jurisdictions.

At the same time we have opened up the ability of our members to be able to transport their registrations, both nationally and throughout North America.

- an inquiry process which both protects the public and treats our members with respect as we go through the process of investigation and, wherever possible, seek an alternative dispute resolution process that responsibly deals with our mandate as a regulatory body.
- a commitment to effectively communicate with our registrants.
- a Code of Conduct both to direct our members and to assist in our reviewing matters of complaint that provide us with clearer and more useful guidelines.
- a template for the development of our bylaws which ensures that the College meets the needs of psychology and the public.
- inter-provincial agreements establishing an Associate category of membership while also raising the standard for entrance following the extraordinary period (now closed) which is essentially a Doctorate level evaluation of competencies.

De Andrade, Yaya

My name is Yaya de Andrade and I have lived in Vancouver since 1976. I was trained as a psychologist in Brazil, and was able to almost immediately be registered in B.C. Nevertheless, I continued to pursue further academic training, and I completed a Master program at Simon Fraser University, and a Ph.D. program at the Fielding Institute (U.S.).

I have worked in private practice for almost 30 years, and in various local agencies (Surrey Mental Health, Surrey School Board, Children's Hospital, Vancouver School Board and Sunny Hill Health Centre). Most, if not all, experiences were filled with opportunities to learn, to earn, and even to return.

My background is diverse, but not less significant in this multicultural and multidisciplinary context of our province

Finance Committee Report

At the September meeting, the College board approved a budget for the 2004 fiscal year, which includes a renewal fee of \$1,200. This would be a \$100 increase from the fee which has been the same for the past three years. The budget was drawn in order to meet an increasing work load, particularly in the area of registration, and with consideration that other operating expenses have remained relatively consistent over the preceding three years. Revenue, on the other hand, appears less predictable and is subject to vary in response to the demographics of registrants—an increasing number of people are approaching potential retirement. Although new registrants, particularly those in the new Psychological Associate category, may offset the number of retirees, the figures are uncertain.

Some registrants have suggested that expanding committee membership to spread the work across a larger number of volunteer registrants could reduce College expenses. One confound to this suggestion is that the Health Professions Act requires a proportionate increase in public members, a ready supply of whom is not available.

Registrants are cautioned that fees have been set without plans for a contingency fund. It is important to remember that unexpected expenses, such as hearings, could result in an extraordinary fee assessment.

*Respectfully Submitted,
Derek Swain, Ed.D., R.Psych.
Chair, Finance Committee*


College of Psychologists
of British Columbia

Board Members

Robert L. Colby
Rana Dhatt, Public Member
Michael Elterman
Marguerite Ford, Public Member
Emily Goetz
Henry Harder, Chair
Michael Joschko
Barbara Passmore, Public Member
Derek Swain, Vice-Chair

Planning to Retire or Relocate?

Registrants who plan to retire from practising psychology and registrants who plan to relocate their professional practise must consider a number of key issues. These issues, which apply in the case of both unexpected or planned transitions, revolve around a registrant's ethical obligation to plan ahead. Components of planning ahead include: providing adequate notice to clients, providing referral options to clients, appropriately dealing with client records, and notifying professional-liability-agents/insurers. These components, and relevant standards from the Code of Conduct, are listed and elaborated on below. (Standards from the Code of Conduct are cited in italics)

Notice

As noted by Holloway (2003), all present clients need to be informed of the date of when a registrant plans to close or relocate his/her practise. Attention should be given to the clinical reality that not all clients will be ready to terminate by that date. As part of the planning, sufficient time is needed for those clients who may require additional treatment prior to referral or transfer to other therapists.

(See Code of Conduct Standard 14.5, cited below)

Referrals

Registrants should allot sufficient time for clients requiring additional treatment to transfer to other therapists. All existing clients should be provided with referral options. Standards from the Code of Conduct relevant to abandonment, including standards 5.1, 5.23 and 5.26, should be carefully reviewed.

5.1 Obligation

In professional relationships, a registrant must take steps to protect or act in accordance with the client's welfare.

5.23 No abandonment

A registrant must not abandon their clients.

5.26 Assistance on termination of services
When psychological services are to be terminated, a registrant must offer to help locate alternative services or assistance for the client.

Records

Appropriate conduct with regard to client records is complex and is worthy of careful consideration by registrants. For clients transferred from a registrant to other therapists, copies of their record would typically be transferred and the transfer clearly documented. For clients seen through to termination, the original records would remain with the retiring registrant. It is always good practice to obtain a signed release of information form from the client(s) before transferring records.

Current and previous clients should be provided with information about how they may access their records in the future. Standards from the Code of Conduct on record retention, including standards 14.5 and 14.6, should be carefully reviewed.

14.4 Contingency planning - A registrant must make plans in advance so that confidentiality of records and data is protected in the event of the registrant's death, incapacity, or withdrawal from the position or practice.

14.5 Transfer on retirement - Before resigning or withdrawing from the practice of psychology, a registrant must ensure that (a) each client record for which they have primary responsibility is transferred to another registrant whose identity is made known to the client, the institution or the project under whose auspices the psychological services were provided, or to the College, as appropriate, or (b) each client for whom they have primary responsibility is notified that the registrant intends to resign and that the client can obtain copies of the client's record.

Estate Planning

There is much discussion in the professional

literature about inclusion of designation of a custodian of client records in the event of an untimely and unpredicted death. In addition to reviewing the relevant sections of the Code of Conduct [including standard 14.4] and consulting with other registrants, legal consultation may be required.

Insurance Coverage

Registrants should notify professional liability agents/insurers of their retirement plans. It is never a good idea to simply let the policy lapse. Some insurance providers provide "tail" insurance which covers previous professional activities.

The Code of Conduct includes a number of standards that are specific and relevant to planning for unexpected contingencies in one's practise, and to the transfer or records upon retirement.

All of the above issues and standards revolve around the core element of planning ahead.

Note: This article is intended to inform practice. It is not a replacement for a careful review of the Code of Conduct and analysis of the appropriate steps to take for any specific situation involving planned or unplanned retirement from practice.

References and Resources

College of Psychologists of British Columbia Code of Conduct (2002)

Holloway, Jennifer D. (2003) "Shutting down a practice: Psychologists face legal, ethical and emotional issues when they close their practice doors". APA Monitor on Psychology, Volume 34, No. 2, February 2003

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McGee, Thomas F. (2003) " Observations on the Retirement of Professional Psychologists " Professional Psychology: Research and Practice (Vol. 34, No. 4, 388395, 2003 American Psychological Association).



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