

The CAP Monitor

To serve the interests of the public and guide the profession of psychology.

Issue 30

Summer 2008

MANAGING ETHICAL ISSUES WITH THIRD PARTY PAYERS

By Jean Pettifor, R. Psych.

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Vignette

I am employed by an agency whose main source of income is from fee-for-service for clients that receive psychotherapy. An insurance company has approved eight sessions of therapy for a woman whom her physician has referred because he believes that there are psychological reasons for her headaches and insomnia. On the sixth session the client discloses that she was sexually abused as a child. She needs several sessions beyond the eight session cap, and she cannot afford to pay for them herself. My supervisor says I must terminate therapy at the end of the eighth session. I do not want to abandon her and I believe that it would be harmful for her to change therapists at this point in her treatment.

Today psychological services are increasingly offered in the context of involved third parties that vary in their degree of personal relationship with the individuals receiving services. Professional codes of ethics have traditionally addressed the relationship between the professional and the immediate client. They have made the individual professional solely responsible for the decisions and actions that the person takes, and have paid insufficient attention to the external pressures and systems that impact on the services provided. When the interests of a third party, the ethical and practice standards of the profession, and the best interests of the direct recipient of the services are consistent, no conflict exists; differences

can be negotiated in a manner respectful of all parties. When these interests conflict, serious dilemmas arise for psychologists who feel responsible for actions with which they may disagree, but which are determined by an outside authority or third party.

The issues and concerns of psychologists around their relationships with third parties are longstanding and, if anything, increasing as systems for delivering services grow in complexity and are implemented with greater frequency. Michael King and Alexandra Kinkaide (2002) describe ethical dilemmas involving budgetary cutbacks in services that compromise the quality of care provided. The psychologist who speaks out for higher standards may be labeled a "poor team player." The Ontario Psychological Association's Ethics and Policy Committee established the Third Party Working Group to develop resources to help members deal with problems associated with situations involving third parties (Sinclair, 2007). In the early 90s the Practice Review Committee of the Psychologists Association of Alberta addressed professional and employer relationships, as members reported having difficulties with the topic and sought guidance. As far back as 1978, the belief was expressed that ethical practice at times requires interventions in systems in order to deliver appropriate services to individual clients: "Professionals must learn how to shape organizational

structures so that they do not interfere with the attainment of professional goals and they must discover how to monitor and use bureaucratic policies and procedures for the benefit of their clients (Mearig, 1978).

Third parties vary in their personal professional distance from the individual receiving services and in the degree of authority they have in making decisions that affect the direct service provided. The vulnerability of the immediate client (and of the direct service provider) appears to increase as the third party's personal interest in the client becomes more distant, and also as the decision making authority of the third party increases—as, for example, when the third party determines the conditions for funding services.

Third parties with the closest personal relationship with the direct recipient of services include parents, spouses and friends. Others with a personal interest, but one step removed, include teachers, physicians, coaches and social workers. The administrative or managerial level of a large employing organization might be considered the next level of third party—somewhat removed from service clients, but accountable for good business practices and public relations, and often providing services under budgetary constraints. A fourth level of distancing from the immediate client is represented by the third party that sets conditions for reimbursing services, as discussed further below.

Calendar of Meetings

Credentials Evaluation Sub-Committee Meetings

<i>Meeting Date</i>	<i>Deadline for Application</i>
September 5, 2008	August 29, 2008
November 7, 2008	October 31, 2008

Registration Approvals Sub-Committee Meetings

<i>Meeting Date</i>	<i>Deadline for Submissions</i>
August 25, 2008	August 18, 2008
September 29, 2008	September 22, 2008
October 20, 2008	October 10, 2008
December 8, 2008	December 1, 2008

Oral Examinations

<i>Dates</i>	<i>Deadline for Application</i>
October 27 - 31, 2008	August 22, 2008

Note: Dates are subject to change if scheduling conflicts occur. The most up-to-date calendar is available on the CAP website under "upcoming events."

Resources CAP Publications

Available on a cost-recovery basis from the College office as well as on our website:

- a) copies of CAP professional guidelines for psychologists (individually or as a package)
 - Addressing Recovered Memories
 - Advertising and Other Public Communication
 - The Use of Aversive Techniques in Behaviour Management
 - Child Custody Assessment
 - The Control and Use of Tests by Psychologists
 - Non-Discriminatory Practice
 - Release of Confidential Information: Special Issues in Client and Third Party Requests
 - Service Fees for the Provision of Copies of Client Files
 - Psychological Evaluations for Child Protection Decisions
 - Limits to Confidentiality and Consent for Services: Special Issues in Working with Minors and Dependent Adults
 - Dual Roles: Guidelines for Conducting Assessments and Providing Therapy with the Same Client
 - Supervisors and Registered Provisional Psychologists
 - Informed Consent: Ethical Guidelines, Principles and Standards **NEW**
- b) "Status of Regulatory Documents in the Regulation of the Psychology Profession in Alberta"
- c) "Receiving Services from a Registered Psychologist..." (brochure)

MANAGING ETHICAL ISSUES WITH THIRD PARTY PAYERS

continued from page 1

Two additional types of third party interests may be defined, not so much by payment issues as by strikingly different objectives for the psychological interventions. Psychologists working in correctional, prison or policing settings must clarify both the purpose of their interventions and whose needs are being served. Can the needs of the third party be served in ways that do not harm the individual? Serving the rehabilitation or mental health needs of inmates may conflict with assessing and recommending on level of risk for probation or discharge, or on level of competency to understand the nature of the crime. Respect and caring for vulnerable individuals may conflict with rules and procedures of the institution, and with protection of the public.

Even more chilling are the allegations that psychologists (and other professionals) are serving the needs of the military by participating in, consulting about, and instructing or monitoring the use of torture and other cruel, inhumane or degrading treatments or punishments, in contrast to serving detainees' needs for health care. Can serious harm to detained individuals be justified by the belief that such harm is necessary for national security and the protection of the general citizenry? The range of third party interests is wide indeed, and Alberta psychologists will be affected in only some instances.

Returning to the ethical issues involving third party payers and psychologists, all of the authors referenced above recommend, to as great an extent as possible, negotiating conditions that are consistent with quality care for the direct recipients of services, who may also be recognized as the most vulnerable person in need of protection. This approach requires that the psychologist understand the positions of other parties, treating them with courtesy and respect. At the same time, the psychologist speaks up for the interests of the client and for professional standards. The psychologist may need to know when to respectfully say "no." To ask "Who is the client?" does not in itself resolve the dilemma if the third party sets conditions for reimbursement and the psychologist has obligations to both parties. It is essential that the psychologist

know, prior to offering the service, what conditions are set by the third party payer, and that those conditions are consistent with ethical principles and responsibilities. Any conditions agreed on with the third party payer are presented to the immediate client as part of the informed consent process. Third party restrictions may apply to confidentiality, consent, access to results of assessments, recommendations, length of reimbursed services, options for further treatment and so on. Psychologists must also take care not to incur disciplinary complaints because of their adherence to conditions set by third party funders, such as abandoning a client who has reached the limit of funded sessions for reimbursement. The psychologist may need to distinguish to what extent differences must be resolved now, for the benefit of identifiable clients, and to what extent long-term collective efforts are required to bring about changes in the policies and philosophies of third party payers so as to merge their business needs with the clients' needs for professional standards.

George (2006) developed Ethical guidelines for negotiating contracts with third-party funders for the purpose of helping professionals negotiate contractual agreements that enable services to be provided for clients in ways that are acceptable to third-party funders, while still allowing psychologists to adhere to professional ethics and standards of care. The guidelines are intended to avoid the specific problems encountered with third party payer organizations, as reported in the North American literature. Conditions are openly negotiated and all parties, including the immediate recipients of service, are aware of them and give informed consent. George organizes the guidelines around the four principles of the Canadian Code of Ethics for Psychologists. She also includes a modification of the ethical decision making steps in the Canadian Code, to assist psychologists in analyzing and resolving the ethical issues they encounter with third party payers.

Consider the vignette at the beginning of this article. It involves the immediate, vulnerable client, the therapist serving the interests of the client, the supervisor who represents the policies of the agency, the director of

the agency and the third party payer who determines the conditions for payment to the agency. What can the therapist do to resolve this situation? How does one pursue a better arrangement for the immediate client? Is more collective action appropriate, to negotiate changes in third party payer policies that will allow adherence to professional standards so as to serve the interests of vulnerable populations?

The need is evident for more dialog, articles, workshops and support for psychologists in facing the complexities of service delivery systems that involve increasing numbers of parties. Psychologists need not passively accept what is offered without question, and they need the skills to negotiate respectfully for what they, and their profession, believe is right. Rules do not cover all situations. In a constantly changing world, the true professional (and professional associations) must accept responsibility for the ongoing reconstruction of what is right. Our Canadian Code of Ethics provides us with a strong ethical foundation.

References

- King, M., & Kinkaide, A. (2002). The world is too much with us: Managing organizational and interprofessional ethical dilemmas. *The CAP Monitor*, Summer, 14, 8-10.
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- Mearig, J. (1978). *Working for children: Beyond professional guidelines*. San Francisco: Jossey Bass Publishers.
- Psychologists Association of Alberta. (1994). *The professional practice of psychology: Self-evaluation*. Edmonton, Author.
- Sinclair, C. (2007). *Functioning as ethical psychologists with third parties*. Unpublished paper presented at Annual Meeting of the Ontario Psychological Association, February 22, Toronto.

Examination Results

Examination for Professional Practice of Psychology

A total of 41 candidates wrote the EPPP examination between February 1, 2008 – April 30, 2008. Results were:

Pass: 76%
Fail: 24%

Oral Examinations

A total of 29 candidates undertook the oral examination between February 1, 2008 and April 30, 2008. Results were:

Pass: 97%
Fail: 3%

FEE INCREASE FOR EPPP

Provisional Psychologists should take note that the examination fee set by the Professional Examination Service for the Examination for Professional Practice of Psychology (EPPP) will be **increasing to \$450 U.S.** as of January 1, 2009

Register Updates

New Members

Congratulations and welcome to the 31 new registered psychologists who have been added to the Register between **February 1, 2008 and April 30, 2008.**

David Atkinson
Gary Campagnola
Karen Dushinski
Giselle Ellefsen
Helene Flamand
Linda Gallop
Kim Goddard
Danielle Greenberg
Marsha Hamilton
Vatonia Harris
Elizabeth Hartney
D'Arcy J. Helmer
Tarah Hook
Georgina Janzen
Kimberly Knull
Laurelle Larson
Glenda Malina
Elizabeth (Beth) Matthews
Darlene Mievre
Tracy Muth
Janine Nelson
Leena Varkey Panamdhanam
Teresa Pucci Devost
Melanie Reader
Renuka Sanghvi
Rebecca Schalm

Rachel Skerrett
Clark Sloan
Janette Strokappe
Jennifer Turner
David Whitsitt

Cancelled Registration for Failure to Renew Practice Permit

Registered Psychologists
Brigitte A. Breault
Joseph E. Couture
Janet L. Dargie
Eamonn Gill
Rosalynde Shellie Hill
Henry A. Hornstein
Peter Kells
William Marshall
Robert McInerney
Berna J. Skrypnek
Carmen Swanson
Sandra Kae White

Provisional Psychologists
Manjit Gauba
Njaz Khan
Janice Linklater
David Musgrave
Robert Olejnik
Don Pazaratz
Marnie Robb
Claire Sira
Neil R. Smith

Reinstatements

Registered Psychologists
Lynn A. Davis
Alicia Hinger
Shelley Mahon
Michael Pashleka
James A. Tittimore

Deaths

The College has learned, with regret, of the deaths of Arlo J. Awrey and Harvey Zingle.

We extend sincere condolences to their families, friends and professional colleagues.

News & Announcements

Committee News

Oral Examinations Committee

Welcome to new members Julie Henkelman, Jim Eliuk, Chantel Walker and Teeya Scholten. Tita Jose, Lorraine Breault, Ayalah Ailyn, Les Block, and Tanya Beran were reappointed to serve another term.

Practice Review Committee

Welcome to new members Chris Wuerscher, Sara Peden and Dennis Ewanyk. Jana Davies and Ann Marie Dewhurst were reappointed for a further term.

Opportunities to Get Involved—Volunteers Needed!

The College of Alberta Psychologists relies on member volunteers to effectively fulfill its mandate as a regulatory body.

If you wish to be considered for service on a College committee, please complete and submit the Application for Committee Service, which is available on the CAP website under "Registrants." Completed applications can be directed to the Registrar at the College office.

All committee appointments will be made by Council. Members who volunteer for committee service are expected to participate in at least 50% of the meetings or panel sittings.

Thanks!

Each of the volunteers named in this section is very much appreciated - in fact, the work of the College could not continue without their active participation.

COLLEGE OF ALBERTA PSYCHOLOGISTS ANNUAL MEETING AND PROFESSIONAL DEVELOPMENT DAY

*"Challenges to Being a Self-Regulated Professional
in the 21st Century"*

Best Western Village Park Inn
Calgary, AB

Saturday, September 27, 2008

The annual meeting and sessions will run from 8:30 a.m. - 4:30 p.m.
A reception in honour of the College's member volunteers to follow.

Breakfast and Lunch are included in the \$100 registration fee.
The Registration Brochure will follow in a separate mailout.

Space is limited so register early to ensure your spot!

INFORMED CONSENT

by Richard Steinecke

“Better a friendly refusal than an unwilling consent.” Spanish Proverb

Informed consent might be one of those principles that is honoured more in its breach than in its practice. A fundamental concept for all professions, client consent is essential to the professional relationship. Without it the trust necessary for the professional relationship to work is missing.

Applies to All Professions

While perhaps originating in health care, the principle of informed consent applies to all professional relationships. Often other terms are used to describe the concept such as: informed choice, acting on client instructions, the “know-your-client” rule and receiving a project mandate. Regulators can foster consent by practitioners through educational initiatives.

Spheres of Consent

In fact, the need for consent generally arises in three distinct areas:

1. consent to provide professional services,
2. consent to collect, use and disclose personal information, and
3. consent for the billing arrangements with the client.

Often practitioners need to be reminded to obtain consent in all three spheres.

Need for Consent

Failure to obtain consent can result in professional, civil and even criminal liability (e.g., assault, theft, fraud). Some professionals ignore the need to obtain consent in the hope that they will not be held civilly liable for damages because the client would have agreed to the professional service if the client had been informed of all of the facts. However, in a recent Ontario Court of Appeal case a physician was sued successfully for failing to obtain informed consent even though there was no negligence: *Huisman v. MacDonald*, 2007 ONCA 391. The court concluded that this particular patient might not have voluntarily assumed the risks that the physician assumed she would take.

The values of our society reject, with increasing frequency, the arrogance of the proposition that the professional knows what is best for the client. Such an approach

to clients is now viewed almost universally as unacceptable paternalism. Certainly such conduct is becoming an increasingly significant source of complaints for regulators. It is no longer sufficient to say “leave it with me”.

As in personal relationships, professional relationships should not operate on the principle that “it is better to ask for forgiveness afterwards than to ask for permission first”.

Obtaining Consent

To be genuine, consent must be based on a discussion of the relevant considerations in making the decision. Clients have to understand the nature of what is proposed to be done on their behalf. They need to know why it should be done. They have to be acquainted with what could go awry and the chances or odds of that happening. It is equally as important that clients must appreciate their options, including the alternative of doing nothing. Clients must have the ability to raise any individualized issues that may separate them from the “usual” client. Only then is the practitioner safe in accepting that they have authority to act. It is not adequate to say that the matter is too complicated to explain. Even though clients come to you for your expertise in an area that they do not understand, it is still possible to give clients the “big picture” of what is involved and a sense of what the risks and benefits are.

Many practitioners assume that obtaining written instructions is sufficient to protect them. This assumption is incorrect. A written document that has not been explained and understood by the client is of no value. In many hearings clients assert that they were rushed to sign a paper they did not read and did not appreciate that they had a choice. This type of assertion is often credible because it resonates with the experiences we all have every day at the bank, the dry cleaner, renting a car or surfing the internet.

Real consent is obtained by the meeting of the minds between the client and the practitioner. A broad spectrum of strategies is necessary to achieve these goals including:

1. using handouts,
2. verbal explanations,
3. employing visual aids where feasible,
4. seeking client feedback as to what they understand,
5. asking clients if they have any questions,

6. proper use of a consent form,
7. documentation in the file of the consent obtained, and
8. frequent updates and reports while providing the service.

Of course, the ability to communicate clearly in non-technical language is a huge asset. Obtaining consent should be viewed as a process, not an event.

Application to Regulators

In some respects, regulators are frequently ahead of practitioners in the consent realm. While practitioners rarely have the right to proceed without consent (basically only where there is an emergency or an express legal duty to disregard the client’s wishes), professional regulators have the legal ability to act unilaterally in much of what they do. However, many regulators go out of their way to circulate proposals, consult with stakeholders, poll leaders of the profession, place website postings and give formal notice before establishing policies or taking regulatory action. Even after making a decision on a matter, regulators frequently develop a communications plan as part of implementation. Both to benefit their members and to proactively reduce complaints, regulators should strive to communicate with members about how to obtain informed consent for all professional services.

*“Nobody can hurt me without my permission.”
Mahatma Gandhi*

Reprinted from “Grey Areas,” a newsletter published by Steinecke Maciura LeBlanc, a law firm practising in the field of professional regulation. July 2007, No. 113.

Responding to a Subpoena by Katrina Haymond, Field LLP

What is a Subpoena?

A subpoena is a court order which can be used to (a) compel the attendance of a witness in a criminal or civil proceeding, and (b) require the witness to produce documents, such as treatment records, to the Court. A subpoena may be issued in the context of a criminal law matter, or may be issued in a civil matter including family law proceedings. In a civil matter the subpoena may be referred to as a "Notice to Attend" or an "Order".

How is a subpoena obtained in Alberta?

A party who wishes to compel the attendance of a witness or the production of documents must attend in Court to seek a subpoena. A judge will only issue the subpoena if the proposed witness is likely to give material evidence, or if the records sought are material to a matter in issue. If a judge decides to issue a subpoena, the subpoena will state the specific time and place where the witness must attend and, if appropriate, will require the witness to bring anything in his or her possession or under his or her control relating to the subject matter of the proceedings.

A subpoena must normally be served personally on the person who is required to attend in Court. However, a person can voluntarily choose to accept service of a subpoena that is served through other means, such as by regular mail or facsimile.

Is a subpoena from another province valid in Alberta?

A psychologist may be obligated to comply with a subpoena from another Canadian province if the party seeking the subpoena has complied with the provisions of the Interprovincial Subpoena Act. Therefore, if a party who has commenced a lawsuit in British Columbia seeks to subpoena records from a psychologist who resides in Alberta, the party must obtain a Certificate from a British Columbia court confirming that the appropriate requirements for issuing the subpoena have been met. The party must then hire an agent to apply for an order from the Alberta Court adopting the extra-provincial subpoena. If all of these steps have been taken, the subpoena from out of province

will be valid and enforceable in Alberta.

Is a subpoena from another country valid and enforceable in Alberta?

A party who commences a lawsuit in another country may also seek to subpoena a witness or documents from a psychologist in Alberta. The process is, however, extremely complicated. For example, if a party who has commenced a lawsuit in Connecticut is seeking documents from a psychologist in Alberta, the party must first obtain a subpoena from the Court in Connecticut. The party must then also obtain a document called a Letter of Request from a U.S. Diplomatic Officer. The Letter of Request and subpoena must then be served upon the psychologist by the officer specified in the bilateral agreement between Canada and the U.S. who has been designated for this purpose.

If appropriate steps have been taken, a foreign subpoena is valid, and a psychologist is required to comply.

Is client consent required before releasing records which are subpoenaed?

A subpoena is a Court order. When a valid subpoena has been obtained, client consent is not required before a psychologist can release a copy of the records as directed in the subpoena. In fact, a psychologist who fails to comply with a valid subpoena may be found to be in contempt of Court. Therefore, as a general rule, psychologists should comply with a valid subpoena.

If there are concerns in a particular case about breaching client confidentiality, such as where the records sought contain information of a highly sensitive nature or where the client has specific concerns with respect to the release of the documents, the psychologist may wish to seek legal advice before disclosing the records. Alternatively, the psychologist can bring these concerns to the Court's attention

when attending in Court at the time and place specified in the subpoena.

Is a psychologist entitled to charge fees for attendance in Court as a result of a subpoena?

Ordinary witnesses are entitled to a witness fee in the amount of \$10.00 per day, and if appropriate, transportation expenses. Where a witness is a professional person who provided professional services to one of the parties, the witness is entitled to a witness fee in the amount of \$75.00. These costs must be provided to the psychologist at the time the subpoena is served.

If a psychologist is being called to provide evidence as an expert witness, the psychologist is entitled to charge additional fees for reasonable preparation time and attendance in court. Psychologists who are subpoenaed should discuss their proposed fee with the party issuing the subpoena prior to providing any services.

Is a psychologist entitled to charge fees for photocopies for records which are ordered to be produced pursuant to a subpoena?

Although the Supreme Court of Canada has clearly held that treatment providers are entitled to charge a reasonable fee for providing copies of a client chart where a client requests a copy of the chart, the Court has not specifically ruled on whether a treatment provider is entitled to the same fee where records are sought by way of subpoena. In such circumstances, the psychologist should issue an invoice to the party issuing the subpoena including his or her regular fees. If there is any dispute regarding fees, the matter may be dealt with in Court when the psychologist attends with a copy of the records, or through discussion with the party requesting the subpoena.

Questions?

You may direct your queries to the College through the "Contact Us" page on the CAP website: www.cap.ab.ca

Putting your question in writing reduces the likelihood that your query will be misinterpreted and allows us to provide you with the most clear response.

Proposed Regulations for Member Consultation

Continuing Competence Program

Section 50(1) of the *Health Professions Act* compels the College to develop and implement a continuing competence program:

“A council must establish, by regulation, a continuing competence program within 5 years from the date that the schedule to this Act with respect to the profession comes into force.”

The *Health Professions Act* Section 131(1) states:

“A council may make regulations (f) establishing and respecting continuing competence programs including the requirements of these programs.”

The Practice Advisory Committee has been developing the College’s program over the past few years to be ready for implementation by January 2011. The Committee presented the draft regulations to Council for approval on May 31, 2008. Council approved the regulations to be presented to members for feedback prior to submitting them to Alberta Health and Wellness. Members may obtain a copy of the proposed regulations on the College website at www.cap.ab.ca or by calling the College office. **Members are requested to provide their feedback to the Practice Advisory Committee via the College office by July 31, 2008.** Comments can be emailed to l.anderson@cap.ab.ca, or faxed or mailed to the College office.

Use of Titles - Clause 5, Schedule 22 to the *Health Professions Act*

The *Health Professions Act* restricts the use of the title Doctor, and the abbreviations “Dr.”, “Ph.D.”, and “Psy.D.” It is the responsibility of the College to evaluate the doctoral credentials of applicants and registrants to ensure they meet the criteria set by the Council for use in connection with the practice of psychology. The clause, as written, is cumbersome and confusing and the College is requesting that the clause be repealed and replaced with a regulation that is more clearly articulated. **Member feedback on the proposed regulation is requested. Please provide your feedback to the Registration Advisory Committee by July 31, 2008.** Comments can be emailed to l.anderson@cap.ab.ca, or faxed or mailed to the College office.

On-Line Resources

The College’s website at www.cap.ab.ca serves two purposes: communication with the public and communication with College members. The website is updated regularly and is a good source of information for everyone.

Other useful websites for CAP members:

- *Health Professions Act*, www.gov.ab.ca/qp
- Psychologists’ Association of Alberta, www.psychologistsassociation.ab.ca
- Canadian Psychological Association, www.cpa.ca
- Association of State and Provincial Psychology Boards, www.asppb.org
- Office of the Information and Privacy Commissioner. www.oipc.ab.ca

Did You Know?

Use of Title

Registered members of the College are reminded that with the change in the legislation governing the profession of psychology in Alberta to the Health Professions Act, there is a change to the “title” for regulated members. The term “chartered psychologist” is no longer recognized in Alberta. Psychologists should now refer to themselves, verbally and in writing, as “Registered Psychologists.” The abbreviation is “R. Psych.” Similarly, registered provisional psychologists should use the title “Registered Provisional Psychologist” (no abbreviation).

For more detailed information, please review the practice bulletin entitled “Public Statements About Academic and Professional Credentials,” found on the CAP website.

Auditor General Survey of the Mental Health System in Alberta

The Office of the Auditor General is currently auditing components of the mental health system in Alberta. They are focusing on the work done by the Department of Health and Wellness, the Alberta Mental Health Board, and the Regional Health Authorities.

As part of this process, the audit team wishes to obtain input from key stakeholder groups involved in the mental health system. As Alberta Psychologists are an important resource for people with mental health issues, the Auditor General wishes to hear the views and feedback of Psychologists on the current state of the mental health system in Alberta.

The survey instrument will be mailed to all Registered Psychologists in June, 2008.

We would encourage you to participate in this audit and make your views known.

Listing of Ph.D/Doctoral Credentials by the College

The Health Professions Act sets out clear restrictions on the use of the titles Dr. or Ph.D. in conjunction with the practice of psychology. It states:

Schedule 22, Sec., 5

“No regulated member except a regulated member who has obtained an earned doctoral degree in a program in psychology approved by the Credentials Evaluation Sub-Committee of the College of Alberta Psychologists shall use the title “Doctor” or the abbreviation “Dr.,” “Ph.D.,” “Ed.D.” or “Psy.D.” in connection with the practice of psychology without identifying the program or discipline in which the regulated member earned or received the doctoral degree.”

The Credentials Evaluation Sub-Committee automatically reviews the doctoral credentials of applicants with an earned a doctoral degree who apply to the College for registration. The Committee evaluates credentials on the basis of established criteria, which can be accessed on the College website. As outlined in the Act, regulated members who have obtained their doctoral degree after becoming registered with the College must complete and submit an “Application for Evaluation of Ph.D./Doctoral Credentials” prior to using the designations Dr. or Ph.D. Application forms can be obtained from the CAP website, www.cap.ab.ca, or by calling the College office at (780) 424-5070. If you are unsure whether you have had your doctoral credentials evaluated by the College, please contact the Credentials Evaluation Coordinator, Shenade Finnestad, by email at s.finnestad@cap.ab.ca or at the above phone number.

This request is by no means intended to insult your academic achievement. The governing legislation requires this evaluation. As indicated by the Act, if your degree is not a degree in psychology that meets the criteria set by the College you may still represent your doctoral credentials as long as you identify the discipline in which the degree was obtained. For example, if your doctoral degree is in nursing you would draft your signature block as Ph.D., Nursing.

Registrants considering completing a doctoral degree should familiarize themselves with the academic criteria prior to enrolling in a program of study.

Frequently Asked Question in *Registration*

Question:

I am a provisional psychologist and am changing jobs. What do I need to submit to the College with regards to my supervised practice?

Answer:

The Standards for Supervision of Provisional Psychologists, state that:

“Two supervision evaluation reports are required for each branch of psychology declared, from each primary supervisor; one at the half-way point of the supervision experience, and the other **at its completion or termination** (whichever occurs first).”

Therefore, your current supervisor should be completing and submitting a final supervisor’s evaluation based on termination of hours. The evaluation must confirm the amount of supervision and practice hours completed under his or her supervision.

An amended supervision plan for the hours to be completed at the new work setting must also be submitted to the Registration Approvals Sub-Committee for approval.

PLEASE NOTE: Supervised hours cannot be counted until formal written approval has been received from the Registration Approvals Sub-Committee.

CALL FOR NOMINATIONS

2008/2009 Council of the College of Alberta Psychologists

In accordance with the bylaws of the College of Alberta Psychologists, a call for nominations for the year 2008/09 Council is presented. All nominees must be Registered Psychologists who are not under order of discipline and must be nominated by two Registered Psychologists who are also not under order of discipline. Prior to accepting nominations, all nominees are encouraged to carefully read and give proper consideration to the description of “Standards and Accepted Practices for Council Members” available from the CAP website.

Upcoming Vacancies on Council

two Member-at-Large positions

You can obtain the “Call for Nominations” form and the “Nominee Biographical Information” form by:

1. calling the College office at 424-5070 (Edmonton) or 1-800-659-0857
2. requesting the forms electronically by emailing w.el-issa@cap.ab.ca, or
3. visiting the CAP website at www.cap.ab.ca

Nominees must return the completed “Call for Nominations” form, together with the “Nominee Biographical Information” form to:

The President, College of Alberta Psychologists
Suite 2100, Sun Life Place
10123 - 99 Street
Edmonton AB T5J 3H1

**NOMINATIONS MUST BE RECEIVED AT THE COLLEGE OFFICE
NO LATER THAN 4:00 P.M., FRIDAY, JULY 18, 2008**

Did You Know? cont'd

Registration – Definition of the Professional Activity of “Administration”

A note for provisional psychologists and supervisors

Provisional psychologists may complete several professional activities during their evaluated supervised practice. Administration is one such activity. The Registration Approvals Sub-Committee, in reviewing supervision plans over the last few months, has noted some confusion regarding which activities fall within the definition. To clarify, “administration” (as a professional activity) consists of activities related to the management, organization or control of professional activities offered or rendered in the public interest by psychologists or their agents.

Examples of acceptable activities include system and facility management, policy development, and program implementation and evaluation. *Administrative tasks such as billing, paperwork and evaluations cannot be counted toward supervised psychological practice.*

Keep a copy of your supervision plan!

The College office receives many requests from members for copies of documents from registration files. More frequently, College staff are being asked to copy and mail supervision plans and other documents.

Applicants are expected to keep copies of the documentation they provide to the College so they may refer back to it over the course of the registration process. For example, supervised practice is formally evaluated twice; you should review your supervision plan periodically to ensure you are fulfilling its criteria.

The College charges a \$25.00 administrative fee for reproducing or duplicating documents such as:

- a registrant’s file, or any part thereof
- receipts
- certificates
- practice permits

**To avoid unnecessary charges—
copy first, mail later!**

Changing Your Address?

Please notify the College promptly in writing of changes in your address, phone/fax numbers or e-mail address. A change of address form is provided on the College website.

Please note that the business address, phone number, fax and email information collected from members are available to the public and reported as required to Alberta Health and Wellness. **If you are providing a RESIDENCE address to the College, clearly indicate so on the Change of Address form so that this information is not provided.**



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The **CAP
Monitor** is a
regular
publication of
the College of
Alberta
Psychologists

Canadian Publication
Mail Sales Agreement
40050155

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Supervision Consultants

Jon Amundson and Walter Goos, Supervision Consultants for the College, provide consultation to provisional psychologists and supervisors, and assist in the resolution of conflicts between provisional psychologists and supervisors.

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