



College of Psychologists of Ontario

NOTICE OF ELECTIONS

With the coming proclamation of the RHPA, there will be many changes. You will continue to hear and read about them over the next several months. In this issue of the Bulletin, there are several articles related to the future under the RHPA and the Psychology Act, 1991. Among many other changes, it is time to start thinking about the Council elections.

As you will have seen in the draft Regulations published in the previous issue of the Bulletin, the Board will be replaced by a Council of up to 18 people.

Five to eight members of the Council will be public members appointed by the Lieutenant-Governor-in-Council.

Two will be academic members elected from among registrants holding full-time appointments at post-secondary educational institutions, in Ontario, granting graduate level degrees in psychology (Electoral District 7).

Seven will be elected from among registrants engaged in the practice of psychology or residing in the six geographical districts identified in the Regulation on elections. Electoral Districts 1 through 5 will each have one elected representative and Electoral District 6, Metropolitan Toronto, will have two.

Both psychologists and psychological associates may stand for election so long as the eligibility criteria are met by the individual candidate.

In addition to working or residing in the electoral district, a member of the College is eligible to stand for election if his or her certificate of registration is in good standing and there has been no recent disciplinary action. Specifically, the member must not be in default of payment of any fees prescribed in regulation; the member's certificate must not have been revoked or suspended during the six years

preceding the election; the member's certificate must not have been subjected to a term, condition or limitation as a result of a disciplinary action within the last two years.

To ensure Psychological Associate representation on the new Council during the first three years after proclamation of the RHPA, the Transitional Council has approved the holding of an election for a temporary, additional non-voting seat on the Council. Any Psychological Associate in good standing will be eligible to stand for election to this non-voting seat. While only Psychological Associates may nominate candidates for the non-voting seat, the electorate (eligible voters) will consist of all members of the College.

A member of the College may stand for election in only one electoral district. For example, an academic member of the College may stand for election either in his or her geographical district or in the Academic district (Electoral District 7). Similarly, a Psychological Associate candidate may either stand for election in his or her geographical district or choose to run for the non-voting seat.

The election will be held on March 30, 1994.

Nominations will be received until 5pm, January 27, 1994. Nominations must be in writing on the Council Nomination Form (included with this issue of the Bulletin). The blank form may be reproduced if additional copies are required.

When considering nominations, you may refer to the Directory of Psychologists Registered in Ontario, and Volume 20, No 1 of the Bulletin. Supplementary lists of new registrants admitted to the permanent register in December 1993 and January 1994 will be available by fax to those requesting it.

The nomination shall be signed by the candidate and by at least five members of the College who support the nomination and who are eligible to vote in the electoral district in which the candidate is nominated.

At least 30 days before the election the Registrar shall advise all eligible voters of the nominations received. A candidate may withdraw his or her nomination by providing to the Registrar written notice of the withdrawal no less than 15 days before the date of the election.

More information on election procedures will follow in the near future. In the meantime, those who are considering nominating a member of the College for election or standing for election

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- Barbara Wand Symposium
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- Board/Council Highlights
- Discipline Update

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themselves will want to familiarize themselves with the new legislation and regulations.

While copies of the RHPA, the Psychology Act and the Regulations will be sent to all members of the College at proclamation, registrants will find information in previous and current Bulletin articles, OBEP sponsored workshops and presentations by Board members and staff. Copies of the Acts may be purchased from the Ontario government bookstore.

Potential candidates should bear in mind that the new Council will hold regular

quarterly meetings, likely for two full days, with at least one full day of Committee meetings at the same time. All Council members are likely to serve on at least two of the seven Statutory Committees at any point in time and there will likely be need for standing committees and ad hoc committees as well.

All in all, a Council member may anticipate attending at least one or two full days of Committee meetings per month in addition to the quarterly three days of meetings. Between meetings there may be telephone conferences, material to be read, documents to be prepared, presentations to be given and other tasks relating to the work of the College.

A modest per diem is provided to Council members for the time devoted to attending scheduled meetings of the Council and of Committees. Reasonable expenses are also covered.

If there is any additional information which you would like to see in future Bulletin articles on the obligations of Council members, please send your questions to the Board office and mark the envelope "Election Inquiry". Frequently occurring questions will be addressed in future articles.

Nominations close in less than two months, so discuss plans for nominations and get ready. ■

ELECTION SCHEDULE

December, 1993	• Notice of Election, distribution of Nomination Form
January 27, 1994	• Deadline for receipt of nominations
February 15, 1994	• Distribution of list of nominees, biographical sketches, candidate statement
March 15, 1994	• Deadline for notice of withdrawal of nomination
March 16, 1994	• Ballots, return envelopes mailed
March 30, 1994	• Election day
April 30, 1994	• Deadline for recount request

SPECIALTY DESIGNATION

ONTARIO BOARD OF EXAMINERS IN PSYCHOLOGY AND TRANSITIONAL COUNCIL COLLEGE OF PSYCHOLOGISTS OF ONTARIO

Attached is the brief produced by the Working Party on Specialty Designation, which is being circulated for your information and input.

The purpose of this brief is to present to the new, elected Council some issues to be considered when introducing a process of specialty designation within the profession. It is not, therefore, the mandate of the Working Party to make any decisions or specific recommendations, but rather to outline various concepts for broad consultation and discussion. The role of the College as a regulatory body is paramount, along with the primary mandate of public protection.

You are therefore requested to forward to the Working Party any constructive suggestions you might have that could specifically help the Council address the questions outlined in Section 5. In addition, general comments regarding any aspects of the process would also be welcomed.

We are also interested in hearing from existing or potential groups within the profession that are formed around particular specialty areas, such as Industrial-Organizational, School, Clinical Neuropsychology, and so on, each of which could perhaps focus on the type of process that might be appropriate for that

specific branch of psychology, keeping in mind the limiting parameters outlined in Section 2.

The deadline for written submissions is January 31, 1994, and they should be sent to Dr. Maggie Mamen at the following address:

301 - 39 Robertson Road
Nepean, Ontario
K2H 8R2.

If you have any questions or require further information, please call (613) 726-0218. ■

COLLEGE OF PSYCHOLOGISTS OF ONTARIO TRANSITIONAL COUNCIL

DRAFT DISCUSSION PAPER SPECIALTY DESIGNATION

Prepared by the Working Party on Specialty Designation

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**Approved for circulation by the Transitional Council
October 30, 1993**

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1. INTRODUCTION

1.1 Why specialty designation?

Under RHPA, the College of Psychologists is charged with developing, establishing and maintaining standards of qualification, practice, ethics and continuing competence for members of the profession, and is able to designate specialties under which Psychologists and Psychological Associates may practice. In addition, the College is bound by a Memorandum of Agreement, signed jointly by the Ontario Board of Examiners in Psychology (OBEP), the Ontario Psychological Association (OPA) and the Ontario Association of Consultants, Counsellors, Psychometrists and Psychotherapists (OACCPP), which states that:

".... persons entering regulation with either doctoral level or masters level preparation shall have the right to attempt the prescribed specialty designation examinations and testing procedures when they are established."

Under its mandate of public protection, the College is responsible for ensuring that members present their services clearly and accurately to potential consumers, and that standards of professional and ethical conduct are maintained. Consistent with the philosophy of specialty designation within other professions, it is hoped that a process by which members of the College can become specialists will serve as an incentive to practitioners to aspire to higher qualifications and therefore higher standards of service to the public.

1.2 What is Specialty Designation?

The purpose of specialty designation is to identify to the public and to the profession those who have developed advanced competence and expertise for the professional practice of psychology in a designated area.

There are three major components to specialty designation for the purposes of the College:

- (a) it is a process by which the public is able to recognize in designees advanced capacity in terms of their knowledge and skills;
- (b) it indicates recognition by peers and by the College of the designees' competence and expertise in a specific area;
- (c) it recognizes designees as practitioners who can fill an identified special need in the general client population.

At present, the following areas are recognized as specialties by the American Board of Professional Psychology (ABPP): Clinical, Counselling, School, Clinical Neuropsychology, Industrial/Organizational, Health, Family and Forensic. Any system of specialty designation, however, would need to take account of emerging areas of specialty once a recognized body of knowledge had been established, as well as possibly considering subspecialties within a broader specialty area.

1.3 Role of the College of Psychologists

Just as OBEP has been, the College itself is purely a regulatory body with its primary mandate being the protection of the public. It should therefore be made clear at the outset of this process that it is the purpose of this document to examine the various issues involved in establishing a system for a specialty designation process that would be considered acceptable to the College in its role as evaluator of qualifications (i.e., education, training and experience), and not in a role of establishing or accrediting the training programs themselves. Hence, there is a critical need for close collaboration and consultation with various professional associations, university departments, clinical training programs and applied psychology settings in order to develop and ensure access to the process of obtaining specialty qualifications beyond those currently available.

1.4 General Purpose of this Discussion Paper

Under the general directions outlined in Sections 1.1 and 1.2 above, a Working Party on Specialty Designation was formed by the Transitional Council of the College and charged with examining various models and criteria for specialty designation, along with various means of assessing and evaluating competence, credentials and experience, with a goal of exploring all possible processes by which specialty designation can be accomplished.

This paper constitutes a preliminary report presented to the Transitional Council in March 1993. It is currently being widely circulated within the profession for discussion, comment and suggestion as part of a broad consultation process. The task of selecting a model or models for eventual implementation will be left to the elected Council of the College. Since the issue of specialties within the profession has been examined extensively by various associations over the years without clear resolution, the need for careful consideration cannot be overemphasized.

1.5 Consultation Process

(a) This draft report was presented to the Transitional Council at its meeting on March 13, 1993, for consideration and comment. The current version was approved without revision at the Transitional Council meeting of October 30, 1993, for circulation and input from the profession.

(b) Following approval by the Council, the draft report is being circulated by mail to the following parties:

- all registrants and potential registrants (i.e., Bulletin mailing list)
- Ontario Psychological Association
- Council of Provincial Associations of Psychologists (with a request to circulate to member organizations)
- Canadian Psychological Association
- American Psychological Association
- Canadian Register of Health Service Providers in Psychology
- Chairs of Graduate Programs in Psychology (with a request

to circulate to graduate students)

- Directors of Clinical Training Programs
 - Ontario Association of Consultants, Counsellors, Psychometrists and Psychotherapists.
- (c) It has been suggested that a Forum on Specialty Designation be part of the Barbara Wand Symposium in 1994.
- (d) If there is a substantial group of interested individuals in a particular geographic area, consideration may be given to hosting a question-and-answer forum in that location. There is a possibility of combining specialty designation with other aspects of RHPA under such circumstances.
- (e) The deadline for receiving comments, briefs and suggestions is to be JANUARY 31, 1994. The Working Party will then reconvene to collate, assimilate and integrate the various responses and will draft the final report to the newly elected Council of the College.

It should perhaps be re-emphasized that this brief to Council will simply outline the issues to be considered when establishing a process of specialty designation. It is NOT the purpose of this paper to determine what that process will be.

2. LIMITING PARAMETERS IMPOSED BY THE LEGISLATION AND ITS REGULATIONS

Prior to determining which models could be appropriate for potential adoption by the College, it is necessary to outline the minimum acceptable features of any model to be used in the proposed regulatory context within Ontario given the constraints imposed by the legislation itself and its regulations.

2.1 Use of Title and Description of Practice

While the statute permits the use of only two titles (Psychologist, conferred on doctoral level providers, and Psychological Associate, conferred on masters level providers), each implying a "generalist" status, it is important to note that, according to the proposed Standards of Practice, registrants of either title may announce and advertise their area of practice to the public by utilizing the term "Practice in ...", followed by a description of services offered. Such descriptors must be declared at initial registration and annually upon renewal of registration and must be appropriate for the individual's education, training and experience. Such descriptors do not indicate specialist standing nor do they constitute a specialty designation.

In addition, under RHPA, the College will be able to impose restrictions that indicate to the public that the member's competence is limited to a narrow area of practice, and potential registrants themselves will be able to request a restricted license - for example, a license restricted to experimental psychology.

Given that specialty designation represents an additional level of credentialing, it is thus important that the three levels (practice restricted to..., practice in..., and specialist in...) be clearly distinguishable. The use of the term "Fellow of the College of Psychologists of Ontario (area of specialty)" has been approved by the Transitional Council for use with specialty designation and this would be available to both Psychologists and Psychological Associates who achieve the highest level of competence.

2.2 Public Protection Issues

In order to ensure protection of the public and delineation of specialties as distinct from practice areas:

- (a) specialized knowledge, as well as competence based on professional experience, must be included among the essential prerequisites since the College will expect and enforce higher levels of knowledge and competence in a given area from a member who is a designated specialist than from a member who simply lists that area as an area of practice;
- (b) specialty designation must be subject to regulatory control by the College in terms of application, approval and review procedures, listings, and complaints or discipline action: while initial registration is obtained and renewed as a result of professional and ethical practice, specialty designation will be obtained and renewed as a result of higher levels of knowledge and competence;
- (c) designated specialty areas must represent domains of professional practice which are widely accepted in the profession as well as recognizable by consumers; and they must convey distinct areas of service and/or expertise to consumers of psychological services in Ontario;
- (d) specialty designation should denote a depth of expertise in the given area that clearly surpasses the entry level requirements, since obtaining the level of specialist conveys the idea of depth of knowledge within a limited area to the members of the public.

2.3 Access to Specialties by Psychological Associates

According to the binding Memorandum of Agreement, Psychological Associates shall not be precluded from applying for designation as specialists. Therefore, there must be a process towards specialty designation that does not require applicants to possess the doctorate in psychology, but that does emphasize specialized knowledge, training and experience. For Psychological Associates in particular, it will be important to delineate the training and experience necessary to qualify as a candidate for the specialization process.

2.4 Costs

Given that specialty designation will be voluntary, the associated costs will be borne by the members of the College who seek specialty designation and/or have been certified as specialists;

2.5 Exclusivity of Practice

Given that applying for specialty designation will be voluntary, the description of designated specialty areas may not in any way imply exclusivity of practice. In other words, the establishment of an area of specialty by the College, within which qualified individuals may be designated as specialists, does not in any way preclude other practitioners from practicing within that area, but does preclude them holding themselves out to be specialists and using the title or designator conferred by the College on those reaching specialty status.

2.6 Designation of Individuals not Programs

Given that specialty designation will apply to individual practitioners on a voluntary basis beyond the entry level of expertise, designated specialties must represent areas of advanced psychological practice, rather than major conceptual orientations, major curricular areas, or broad areas that describe the emphases of accredited graduate programs or internships. In other words, while graduation from a particular university or training program that has its emphasis on a specific aspect of psychological theory or practice (such as clinical neuropsychology, applied psychology, experimental psychology, transpersonal psychology, family systems, Rogerian psychotherapy, etc.) would be of benefit, this will not in and of itself represent a specialty designation, although it will certainly permit practitioners to request a restricted license or describe their area of practice to the public.

3. MODELS FOR SPECIALTY DESIGNATION

3.1 Alternative Routes to Specialty Designation

The Canadian Psychological Association (CPA) and Council of Provincial Associations of Psychologists (CPAP) Task Force report (1989) outlined three alternative approaches to specialty designation.

(a) Descriptive:

This system is essentially a "self-descriptive" model and is analogous to the entry-level (or proficiency) approach outlined in 2.1 above. This will be a function of the initial registration process and continuing competency requirements under quality assurance guidelines and thus as such does not meet the criteria for acceptability by the College as a "specialty designation" model. It is presented for comparison purposes as follows:

"A descriptive system assumes that no-one is qualified and active in all areas of psychology and that graduate education and professional work is limited to one area of the discipline. There is a further assumption that the psychologists' fields of endeavour are not entirely idiosyncratic, but rather fit into categories (e.g., school psychology, clinical psychology, I/O psychology). If these assumptions are true, then it ought to be possible to construct an official taxonomy of specialization. If the categories describe real divisions within the disci-

pline then categorization of individuals should be relatively simple. Individual psychologists themselves could declare a specialty to which they belong. A descriptive classification system of specialists could be part of the provincial registration of psychologists or it could be administered through a national body such as CPA. Such a system does not ensure competence or special expertise; however, it does provide for clearer, more consistent communication within the profession and to the public." (p.19)

This system describes the areas within which psychologists practice, with no attribution of special expertise.

(b) Certification of Minimal Competency:

This could be described as a "least restrictive" model of specialty designation in that, although it requires special knowledge and expertise in a specific area beyond that normally required at entry level, expectations of expertise are moderate, rather than stringent.

"This system conceptualizes specialty designation as entailing some kind of assessment and certification of at least minimal competence to work in the relevant area of specialty. This model assumes that specialists possess unique knowledge and skills to some specifiable degree. Such a specialty designation system would involve an evaluation of education and training. It could replace or be parallel to generic provincial registration. It would be a more elaborate and expensive system than one involving simply self-description according to an official taxonomy. It would help provide for not only clearer communication but also quality assurance. The system proposed by the American Psychological Association's Subcommittee on Specialization (Sales, Bricklin & Hall, 1983, 1984a, 1984b) is an example of this model. Specialties would be recognized according to certain specified criteria and procedures. Specialists would be required to possess a doctoral degree in their area of specialty from an APA accredited program." (p.19)

(c) Certification of Advanced Expertise:

The third type of model is a more restrictive approach where the expectation is that a minority of practitioners would qualify as specialists.

"A third model starts with the concept of specialization as expertise beyond merely adequate competency. Designation as a specialist would be an extra qualification related to additional training, experience and more rigorous evaluation. It would be analogous to the specialist model in medicine. As with a system concerned with minimum competency, this system would require a means of evaluation in addition to that required for

registration as a psychologist. The evaluation would be made with reference to higher standards and would be more exclusive. Such a system would provide for clear identification of specialists and the most assurance of the quality of specialty services. The American Board of Professional Psychology follows this model." (p.19)

The following table represents a summary, with positive and negative perspectives, of the latter two approaches to specialty designation with some idea of the advantages and disadvantages of each. It should be emphasized that each model assumes competence and expertise requirements in the specialty area beyond general entry level.

LEAST RESTRICTIVE

Advantages:

- maximum accessibility for members of profession
- maximum accessibility for public
- larger numbers of registrants in specialty leads to better public identification
- CPA/CPAP Task Force recommended that SD be defined in terms of minimum level of competence to practice that specialty
- lower cost per applicant?

Disadvantages:

- confusion between proficiency and specialty
- the more registrants there are in specialties, the less meaningful the specialty becomes
- confusion over term "specialist" in implying someone with the highest level of competence

MOST RESTRICTIVE

Advantages:

- more difficult process ensures top quality applicants
- clearly distinguishes proficiency from specialty
- small proportion of specialists versus generalists
- clear identification of competence
- already available for Canadians in USA via ABPP

Disadvantages:

- cost to applicant high
- less accessible to registrants (especially some groups, e.g., single parents, rural regions, etc.)
- less accessible to public
- may require equivalency for doctoral degree requirement in some specialties

3.2 Issues to be Considered in Assessment of Competence

Regardless of the type of model chosen, the following are likely to represent considerations in any assessment of competence leading to specialty designation.

(a) Registration in Ontario

This guarantees a minimal acceptable standard of competence to practice as either a Psychological Associate or a Psychologist and requires each individual to show evidence of the maintenance of professional and ethical practice standards.

(b) Education

The route to specialty designation must be open to Psychological Associates. This does not mean, however, that the College could not recognize existing specialty designation processes that do require a doctoral degree in psychology, such as the American Board of Professional Psychology diplomate. The issue of "equivalent" qualifications in the specialty area must also be considered. There may be different requirements for access to each specialty, whether the applicant is a Psychologist or a Psychological Associate. For example, in Dentistry, the various specialties differ in requirements for coursework, hours of continuing education and examinations.

(c) Amount of Practice Experience

Most specialty designation systems require a minimum number of years of practice in the specialty area before specialty designation can be acquired. This is normally in addition to any internship period completed as part of a degree requirement.

(d) Knowledge and Skills in Specialty Area

This would include both the scientific and applied bases of knowledge in the specialty area and the type of knowledge which could be deemed the "knowledge of practice". This refers to knowledge and skills acquired through experience rather than through formal education, particularly in terms of an experienced practitioner accommodating previous understanding to the uniqueness of a particular clinical situation, and acquiring additional knowledge and skills by direct interaction with clients. In particular, specific requirements for competence in diagnosis will be essential in areas where access to the controlled act by psychologists is required - that is, in areas which involve the communication of a diagnosis "identifying, as the cause of a person's symptoms, a neuropsychological disorder or a psychologically based psychotic, neurotic or personality disorder" (The Psychology Act 1991, Section 4).

(e) Equivalency Criteria

Equivalency criteria are usually expressed in combinations of documented experiences, self-study and formal education. Since most specialty designation systems start with the identification of currently competent specialists, these criteria are particularly relevant to experienced practitioners who have neither time nor need to relearn their specialty skills through additional educational requirements.

(f) Peer Review

In addition to the type of peer review provided by publishing articles in professionally-reviewed journals, some specialty designation systems provide for evaluation by peers as part of the

process. For example, the Law Society of Upper Canada requires applicants for specialty designation to submit names of four to six lawyers as referees, at least one of which must be certified as a specialist in the relevant area. Referees must fill out a comprehensive Statement of Reference, and applicants' names are published in a journal for circulation to all lawyers with comments invited. In addition, applicants are interviewed by Specialty Committee examining panels, rather than being required to undertake formal specialist examinations.

(g) Assurance of Continuing Competence

Under RHPA, Colleges are required to put in place a system for quality assurance which includes assessment of continuing competence for continued registration. Thus, all registrants, regardless of registration title and type of license, will potentially be obliged in some form or other to provide evidence of maintenance of competence for annual renewal of license. Many specialty designation systems require reapplication for license after three to five years to ensure that the specialist's clinical experience and knowledge remain current. Requirements usually specify an amount or percentage of professional time which must remain devoted to practice in the specialty area as well as expectations for continuing education. Most specialty designation systems require a specific number of hours of continuing education in the specialty area as a requirement for renewed licensing. For example, the National Association of School Psychologists in the States has a clear but flexible system which requires 75 hours of relevant professional development over each three year period. Specific credits, up to established ceilings, are obtained through participation in conferences, workshops, university courses, teaching and workshop presentations, research, publications, intern supervision, program planning and evaluation, sequenced self-study, informal self-study, or professional organization leadership.

3.3 Procedures for Assessing competence

Procedures that the College could use for assessing competence might include any combination of the following.

1. Accepting/adopting existing specialty designation systems, such as ABPP Diplomate system or National Association of School Psychologists system for credentialing school psychologists in the United States, provided that the organization providing the credentialing met or exceeded the College's criteria. That is, the College could recognize a priori specialists certified by such existing systems, or could contract with such organizations to certify specialists from Ontario.

2. Adapting current systems: Both the National Association of School Psychologists (NASP) and ABPP have developed comprehensive written (multiple choice) exams in specialty areas. The NASP exam is developed and owned by a separate organization (Educational Testing Service) and is available independently to various American states, so presumably could also be made available to the College.

3. Developing criteria based on the CPA/CPAP recommendations for organizations to meet when they apply for certification as a specialty designating body.

4. Developing an examination procedure both written (e.g., ABPP, NASP or customized) and/or oral, the latter potentially including interviews, interview focused on in-depth case studies, case analysis, etc.

5. Additional criteria such as: site visits, work samples (including case reports), clinical research studies, original empirical research, published articles in peer-reviewed journals, literature reviews in the relevant specialty area, peer reviews, and so on.

4. FINANCIAL IMPLICATIONS OF SPECIALTY DESIGNATION

The experience of other professions would indicate that there are significant costs involved in setting up and running a specialty designation system.

4.1 Costs to the Individual Member of the College

The bulk of the cost would be borne by the member and this could run into many thousands of dollars when continuing education costs, as well as application and examination fees, are taken into consideration. For example, the 1993 fee for applicants to the Royal College of Physicians and Surgeons of Canada for specialty examination is \$1,975.00 for oral and written taken at the same time, or \$965.00 for written and \$1,010.00 for oral if taken separately. These fees are exclusive of any other application or training costs. The approximate cost of credentialing under ABPP is between \$2,000 and \$3,000. For NASP, it is \$120.00 plus examination fee for initial credentialing and \$100.00 for each three year renewal.

In addition to the various fees, there are also the considerable costs of continuing education and/or re-education that are likely to cause particular concern to those members of the College for whom personal, professional, financial and/or geographical circumstances preclude or restrict access to courses, workshops, supervision and so on.

4.2 Costs to the College

Even though the individual member would bear most of the cost, there would inevitably be some costs to the College - the extent depending upon the particular model chosen. These could range from covering the administrative and clerical costs for monitoring the process and issuing certificates, to the cost of providing examiners, monitoring examination procedures, and so on. It is possible that the majority of the costs could be passed on to the registrants, adding to the problems outlined above. The exami-

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BOARD NOTICES

THE • ONTARIO • BOARD • OF • EXAMINERS • IN • PSYCHOLOGY

THE BARBARA WAND SYMPOSIUM 1994

The College of Psychologists of Ontario - A Guided Tour
March 3, 1994 - Toronto

This symposium will provide an overview of the new College with the specific aim of providing practitioners with constructive suggestions for living comfortably under the new legislation.

Teaching Old Dogs New Tricks

How membership in the College impacts on your daily practice

- announcements and advertising
- record-keeping
- titles

Living in Harmony

- psychologists and psychological associates
- the controlled act - what, when, where, why, whom and how?
- supervision or delegation

New Directions, New Challenges

How membership in the College impacts on professional development

- specialty designation
- quality assurance and continuing education
- the electoral process
- how it works and becoming involved

Self-Discipline

How the College deals with discipline and complaints

- reports, complaints, and investigations
- sexual misconduct and Bill 100
- mediation, arbitration and invitation
- disciplinary database

Further information regarding venue, times and registration will be distributed in December.

NOTICE OF RESIGNATION

The Ontario Board of Examiners in Psychology regrets to announce that Dr. Patrick Wesley has resigned as Registrar effective October 7, 1993. The Board wishes to express its thanks to Dr. Wesley for his contribution and dedication since he assumed the post of Registrar on July 31, 1991.

Dr. Catherine Yarrow continues her appointment of Acting Registrar. The Board has been fortunate that she has been willing to assume this role.

MINTZ & PARTNERS
Chartered Accountants



AUDITORS' REPORT

To the Members of The Board.

We have audited the balance sheet of The Ontario Board of Examiners in Psychology as at May 31, 1993 and the statements of revenue, expenses and surplus and changes in financial position for the year then ended. These financial statements are the responsibility of the organization's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the organization as at May 31, 1993 and the results of its activities and the changes in its financial position for the year then ended in accordance with generally accepted accounting principles.

Toronto Ontario
August 6, 1993

Mintz & Partners
CHARTERED ACCOUNTANTS

THE ONTARIO BOARD OF EXAMINERS IN PSYCHOLOGY
BALANCE SHEET

AS AT MAY 31, 1993

1993 1992

ASSETS

Bank	\$ 148,202	\$ 111,999
Short-term investments	637,802	489,684
Sundry assets	5,321	22,488
Capital assets (Note 2)	66,795	119,355
	<u>\$ 858,120</u>	<u>\$ 743,526</u>

LIABILITIES

Accounts payable and accrued liabilities	\$ 74,836	\$ 56,817
Registration fees received in advance	593,205	387,201
	<u>668,041</u>	<u>444,018</u>

ACCUMULATED SURPLUS

Registration fund (Note 3)	\$1,500	\$6,000
Surplus	208,566	277,701
	<u>210,066</u>	<u>283,701</u>
	<u>\$ 858,120</u>	<u>\$ 743,526</u>

Approved on Behalf of the Board

[Signature]

[Signature]

THE ONTARIO BOARD OF EXAMINERS IN PSYCHOLOGY
STATEMENT OF REVENUE, EXPENSES AND SURPLUS

FOR THE YEAR ENDED MAY 31

1993 1992

REVENUE

Registration fees	\$ 788,112	\$ 749,122
Examination fees	44,180	47,035
Interest and miscellaneous income	33,995	57,482
	<u>866,297</u>	<u>853,640</u>

EXPENSES

Salaries	305,834	304,795
Transition costs re RHPA	138,112	22,194
Legal and investigation	90,234	182,870
Rent and occupancy	89,160	67,397
Travel and meetings - Board members	65,914	92,402
Employees benefits	62,866	45,758
Printing and distribution costs	52,837	48,748
General and office expenses	40,473	46,263
Examination costs	40,337	39,500
Directory advertising	10,385	13,817
Telephone	7,937	8,354
Audit	5,168	3,901
Depreciation	28,197	24,140
	<u>935,432</u>	<u>896,139</u>

DEFICIENCY OF REVENUE OVER EXPENSES (89,136) (42,499)

SURPLUS - Beginning of year 277,701 320,200

SURPLUS - End of year \$ 208,566 \$ 277,701

THE ONTARIO BOARD OF EXAMINERS IN PSYCHOLOGY
STATEMENT OF CHANGES IN FINANCIAL POSITION

FOR THE YEAR ENDED MAY 31

1993 1992

OPERATING ACTIVITIES

Deficiency of revenue over expenses	\$ (89,136)	\$ (42,499)
Add Non-cash outlay		
Depreciation	28,197	24,140
	(42,938)	(18,359)
Decrease in sundry assets	10,948	542
Decrease in accounts payable and accrued liabilities	(28,973)	(51,221)
Increase (decrease) in registration fees received in advance	252,420	(82,700)

CASH PROVIDED BY (USED IN) OPERATING ACTIVITIES 183,457 (151,738)

INVESTING ACTIVITIES

Purchase of capital assets (9,032) (140,095)

CASH USED IN INVESTING ACTIVITIES (9,032) (140,095)

CASH INCREASE (DECREASE) 184,425 (291,833)

CASH - Beginning of Year 601,660 893,493

CASH - End of Year \$ 786,085 \$ 601,660

CASH CONSISTS OF

Short-term investments	\$ 637,802	\$ 489,684
Bank	148,283	111,999
	<u>\$ 786,085</u>	<u>\$ 601,683</u>

THE ONTARIO BOARD OF EXAMINERS IN PSYCHOLOGY
NOTES TO FINANCIAL STATEMENTS
MAY 31, 1993

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

a) Capital Assets

Rates and basis of depreciation applied to write off the cost of capital assets over their estimated useful lives are as follows:

Furniture and equipment	5 years straight-line
Computer equipment	4 years straight-line
Leasehold improvements	10 years straight-line

b) Dues Income

In accordance with the regulations of the organization, annual registration fees cover a period of twelve months commencing June 1 of each year. Registration fees received prior to May 31, 1993 covering the subsequent period from June 1, 1993 to May 31, 1994 have been deferred.

F. FIXED ASSETS

	Cost	Accumulated Depreciation	Net Book Value	
			1991	1992
Furniture and equipment	\$ 85,968	\$ 33,660	\$ 52,378	\$ 65,558
Computer equipment	17,828	7,708	10,218	9,678
Leasehold improvements	43,245	9,049	36,198	40,720
	<u>\$ 148,127</u>	<u>\$ 50,337</u>	<u>\$ 98,790</u>	<u>\$ 115,956</u>

G. STABILIZATION FUND

In order to fulfil its mandate the Board must be able to carry out its regulatory responsibilities at all times. Certain costs incurred in carrying out disciplinary investigations and hearings can vary significantly and consequently cannot always be accurately predicted and budgeted for in advance. Accordingly the Board has instituted a stabilization fund to finance future legal costs significantly in excess of those budgeted. The maintenance of this fund is also intended to stabilize the level of fees charged to licensees over time. The executive committee of the Board has determined that no transfer of funds is required in the current fiscal year.

THE ONTARIO BOARD OF EXAMINERS IN PSYCHOLOGY
NOTES TO FINANCIAL STATEMENTS
MAY 31, 1993

H. COMMITMENTS

Under the terms of a lease expiring February 28, 2002, the Board is liable for the following minimum annual rental payments:

1994	\$ 35,040
1995	42,048
1996	42,048
1997	31,536
1998	46,720
1999 and thereafter	210,240

In addition, the company is liable for its proportionate share of operating costs.

I. ASSETS PLEDGED

The Board has assigned \$50,000 in term deposits to its bank as security for any future borrowings.

Four Year Revenue/Expense Chart

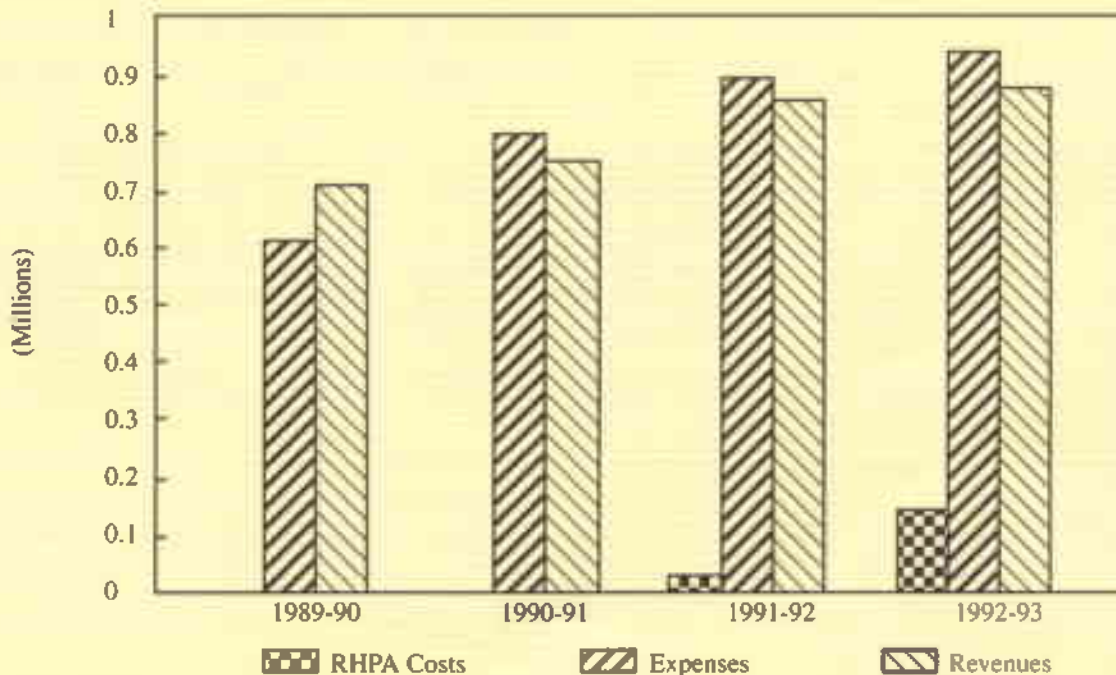


Chart Prepared by OBEP office

BUDGETING FOR THE FUTURE

Putting together the 1993-94 budget has been an interesting exercise from many perspectives - implementing government-mandated initiatives without government funding; imposing fee increases on a profession suffering from social contract cutbacks and vanishing jobs; running parallel organizational structures during the transition from OBEP to the College; and coping with the burgeoning disciplinary function resulting in an associated rise in legal expenses. For the first time ever, revenues from fees have topped the \$1,000,000 mark but the prospect of a continued deficit, estimated at over \$70,000 by May 1994, with additional requirements under RHPA yet to be implemented, echoes an all-too-familiar concern for our mini-economy.

In order to control costs, the following constraints have been implemented:

1. zero cost-of-living increases for Board staff;
2. general office cut-backs in supplies and services;
3. reduction in costs for data-base upgrading;
4. deferral of the Registrants' binder project until next fiscal year;
5. reduction in expenses for Board members;
6. coordination of meetings to minimize travel expenses;
7. postponement in hiring of Associate Registrar.

Cost-recovery measures are being considered in the following areas:

1. nominal cost for additional printed materials requested by registrants (e.g. past issues of the Bulletin, extra copies of Guidelines, etc.);
2. small increase in fee for Barbara Wand Symposium to cover all costs;
3. sale of custom binder for Registrants' binder materials.

In addition, a general communications policy review is being undertaken in order to streamline and consolidate information-sharing procedures within the profession and to ensure efficient and economical communication with registrants and the public alike.

It will be a few months before we can determine the effect of these measures - and by that time the newly elected Council will be reaping the benefits or explaining the shortfalls of the current Board's fiscal policies. It would be unrealistic to pretend that another fee increase is out of the question, or that the possibility of a one-time levy of \$25-\$50 per registrant might not be considered to cover the costs of the transition to RHPA although you can rest assured that all possible measures are being taken to avoid such scenarios. The government remains convinced that all professionals must bear the collective responsibility of self-government - which, like everything else, hits each of us in the wallet. Please bear with us as we tackle this complex issue - and please feel free to inundate us with creative and constructive solutions.

Persons whose certificates of registration have lapsed due to retirement and whose names are removed from the Register:

Eva Andrews
Philippe Beaudry
Antony Bergering
Donald Campbell
Ida Mary Hackney
George Luce
Maritsa Mikolaski
Charles Newstrom
Yvonne Perrault
Donald Posluns
Donald William Proud
Laura Rice
Robert Sanderson
John Swaine
Hendrika Van De Vegte
Muriel Vogel-Sprott
Joanne Wersh
W. Antoinette Wilde

Persons whose certificates of registration have lapsed due to unpaid fees and whose names are removed from the Register:

Jack Adamowicz	Earl Kliman
Syed Ahmad	Clyde Lansdell
Garry Baker	Lesley Millar
James Boswell	Irene Needham
James Bowman	Richard Paton
W. Caron Jones	Maurice Record
Gregory Chowanec	Joseph Rubin
Clifford Christensen	Teeya Scholten
Daniel Cohen	Arnold Slive
Charles Cooley	Reginald Smart
Donald Coscina	Marti Smye
Eleanor Cruise	Barry Stein
Melvin Davidson	Joan Stewart
Leonard Denton	Karen Terzano
Prem Gupta	Maira Tweedale
Lorne Hartman	Richard Walsh-
James Hickling	Bowers
Frederick Hopley	Bevan Wiltshire
Marian Kaliski	

Additions to the Temporary Register since September, 1993

Tane Akamatsu	Sylvie Lemieux
Nishat Ali Kahn	Merry Lin
Shelley Bulat	Alan McAllister
Linda Daviss	Robin McGee
Rosanne Field	Marlene Mills
David Fischman	Maria Morin
Michele Gagnon	Arthur Perlini
Rick Gordon	Mariela Shirley
Julie	Meagan Smith
Hakim-Larson	David Teplin
Ron Heslegrave	Tara Tunstall
June Higgins	Margaret
Susan Hyde	Voorneveld
Emoke Jozsvai	James Worling
David Latour	

*Board Notices are
Concluded on page 20*

SPECIALTY DESIGNATION *Continued from page 8*

nation fees for the RCPSC are intended to cover costs but so far seldom have. According to the CRHSPP, the considerable costs of establishing and maintaining such a process should never be underestimated.

It should be noted that the costs, at least for some aspects of the process, may well be inversely proportional to the number of applicants - thus the least restrictive route to specialty designation could potentially be the least expensive since this would encourage larger numbers of individuals to apply.

The costs of setting up a system similar to ABPP within Canada, let alone in Ontario, are seen as prohibitive, particularly in view of the population base within the profession that would support it nation- or province-wide.

4.3 Fees

Three types of fee could be levied: (a) fee for original application and certification process; (b) annual continuing certification fee; and (c) recertification fees required by systems where the specialty certificate must be renewed every so many years, ensuring continuing competence.

5. SPECIFIC QUESTIONS TO BE ADDRESSED BY THE COUNCIL

- (a) Should the approach to specialty designation adopted by the College be a "least restrictive" or a "most restrictive" model?
- (b) Which areas of specialty should initially be considered, given that a sufficient knowledge and skill base exists and that there is an organizational structure in place, along the lines of ABPP or NASP, to administer the credentialing process?
- (c) Should the College consider differential requirements for the different specialties?
- (d) Which existing processes of specialty designation would be acceptable to the College as they currently stand? Which existing processes could be modified to meet the criteria set by the College? Which organizations/professional bodies would be involved?
- (e) How can the requirement for accessibility to the various processes of specialty designation by Psychological Associates best be accomplished?
- (f) Prior to becoming a specialist, should a practitioner spend some time as a "generalist" and if so how much time? In other words, will an individual practitioner whose area of practice has been restricted, either by personal request or

by the College, be considered eligible for the specialty designation process?

- (g) How can the financial aspects of specialty designation for both individual practitioners and the College best be handled? What type and level of fees will be charged to candidates for specialty designation? To what degree is the College willing to subsidize the process?

6. Bibliography

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APPENDIX A

BACKGROUND, HISTORY AND SOME EXISTING MODELS OF SPECIALTY DESIGNATION

A.1 American Board of Professional Psychology (ABPP)

At present, there is no mechanism within Canada for establishing that a psychological practitioner is a specialist. In the United States, there are currently a number of bodies which have set themselves up to designate practitioners as specialists. Of these, the best known is the American Board of Professional Psychology (ABPP). The Council of Representatives of the American Psychological Association formed ABPP which was incorporated in 1947 and is the oldest such body in the U.S.A. OBEP implicitly recognizes ABPP diplomate status, allowing diplomates to indicate their status on business cards and stationery. Because of the length of its history, breadth of experience and pre-eminence in the field of specialty designation, this section focuses on ABPP practices.

Most (and possibly all) of the other specialty-designating bodies in North American psychology appear to credential psychologists in a single area of specialization only. ABPP is unique in credentialing psychologists in several areas, currently Clinical, Counselling, School, Clinical Neuropsychology, Industrial/Organizational, Health, Family and Forensic, and is the only credentialing body to be recognized by all members of the Association of State and Provincial Psychology Boards. In addition, it may be noted that some boards which initially began as independent bodies credentialing psychologists in a sole area have subsequently joined ABPP - for example, the American Board of Clinical Neuropsychology began as an independent body but now works under the ABPP umbrella.

For the purposes of the College of Psychologists, ABPP's experience is relevant in three broad areas: (a) the designation of areas of psychological practice as true areas of specialty; (b) the delineation of the knowledge base of the area of specialty which is pertinent to designating oneself as a specialist in that area; and (c) the evaluation of candidates who wish to call themselves specialists. The system is voluntary.

A.2 American Psychological Association (APA)

In 1981, the American Psychological Association published specialty guidelines in the *American Psychologist* and during the mid-1980's, its Board of Professional Affairs engaged in an analysis of the process of defining specialties in psychology through its Subcommittee on Specialization (SOS). This subcommittee laid out the concept of specialties as being distinguished by domains of knowledge and skills. These domains can be described in terms of four parameters that define professional practice:

- client populations served
- problems addressed
- techniques and technologies utilized
- service settings.

SOS also noted the potential for differentiating among "proficiencies" (knowledge and skills that provide the basis for service in one of these four parameters) versus "specialties" (construed as focusing on all four parameters). SOS also identified 12 principles to be used for identifying specialties:

- administrative organization to manage the specialty
- parameters of practice (i.e., the four skill parameters)
- knowledge and skills
- scientific and applied cores
- demonstrated need on the part of the public for specialty
- effectiveness
- uniqueness
- education and training
- guidelines for service delivery
- improving service
- provider identification and evaluation
- continuing education.

Some idea of the difficulty in establishing specialties can be obtained by noting that the SOS report does not appear ever to have been formally adopted by APA.

A.3 Canadian Psychological Association (CPA)

As a result of a recommendation put forward by psychologists attending the "State of the Discipline Review (Opinion II)" held in 1984, CPA convened a joint task force with the Council of Provincial Associations of Psychologists (CPAP) to evaluate the establishment of specialty designations within Canada, including delineation of specialty areas, minimum qualifications and the means of recognizing specialty providers. The resulting report, published in December 1989 and available from CPA, represented the culmination of the activities carried out by the Task Force over a four year period (1985-89). The Task Force undertook a review of the literature, solicited input from psychological organizations in other countries, conducted a broad survey of 800 psychologists throughout Canada, and discussed the implications of the information collected for contemporary Canadian psychology.

Chief among the recommendations was that CPA and CPAP should proceed to develop a system for specialty designation. Other recommendations included:

- the specialty system should be national in scope
- a specialist should be provincially registered as a psychologist
- specialty designation should be voluntary
- specialty status should be based on a model of establishing the minimum competence necessary to practice the specialty
- CPA and CPAP should establish an organizational structure to implement this system
- the specialty should be based on a body of knowledge and skills
- the system should differentiate between specialties and proficiencies
- a specialty should be able to establish that there are programs at the graduate level in the specialty
- the specialty designation model should be based on organizations applying to have their specialty recognized (as in the ABPP model)
- the organization applying for such status should be able to meet certain criteria with respect to organization, finances and stability
- the doctoral degree should normally be the minimum academic requirement for specialty status
- the organization which designates specialty status should use widely recognized criteria for evaluating candidates
- the organization should be permitted to impose other eligibility criteria on applicants for specialty status
- psychologists should be allowed to hold more than one specialty
- the system should allow for mid-career training for psychologists to allow them to obtain a specialty or second specialty
- to maintain specialty status, there should be a requirement for continuing education.

It was the recency, quality and comprehensive nature of the CPA/CPAP report that precluded any attempt by this Working Party to reproduce such a survey, and the degree of support for the concept of specialties within psychology expressed by the respondents was clearly strong. There has, however, been little impetus for the development of a specialty designation process on the part of CPA/CPAP in the absence of recognition by regulatory bodies - a situation which is now likely to change under RHPA.

A.4 Canadian Register of Health Service Providers in Psychology (CRHSPP)

Although not a specialty designating body as such, CRHSPP does provide a system for screening the credentials of psycho-

logical practitioners to determine whether they meet criteria for designating themselves as health service providers in psychology. This is essentially a document review process in which the candidate must be able to establish certain educational requirements, be registered as a psychologist and have supervised experience in a health care setting. Although CRHSPP does not credential practitioners within specialty areas, the printed CRHSPP register does allow one to list certain areas of specialization - some of which would more properly be referred to as "proficiencies", using the SOS terminology. CRHSPP is open to masters level practitioners in provinces where they can be registered or where there is no registration system.

A.5 National Association of School Psychologists (NASP)

NASP, a voluntary professional organization for school psychologists in the U.S., initiated a credentialing system in 1988. It has since certified over 12,000 masters or doctoral level school psychologists who meet their training and experience requirements. They also accredit training programs at the masters level and, jointly with APA, at the doctoral level. Their certification system includes a written exam (developed and administered through the Educational Testing Service) and well defined but flexible requirements for continuing professional development (CPD). The CPD system was also used to enable initially grandparented practitioners to meet upgraded educational standards in time for their first three-year license renewal.

A.6 Other Professions and Jurisdictions

The professions of medicine in Canada, law in Ontario, and psychology in Australia all have specialty designation systems which are developed and administered through their official regulatory bodies. They differ widely in the way people acquire the prerequisite knowledge and skills necessary to become a specialist: Canadian physicians through a program of residency training, Ontario lawyers through the experience gained by concentrating their practices over a period of years, and Australian psychologists by acquiring a masters degree with two subsequent years of relevant supervised experience. However, in each case the overall organizational structures appear quite similar. The regulatory body establishes a board or committee which establishes general criteria for certifying specialists and for the recognition of specialty areas. Once a new specialty area is being considered, a specific specialty task force or committee is appointed to develop specific requirements for designating specialists in that area. The specific specialty committees establish criteria for entry to their specialty, accredit training programs if applicable, and examine and credential individuals into their specialty.

The following table summarizes the various models and their differing criteria.

A.5 EXAMPLES OF EXISTING MODELS OF SPECIALTY DESIGNATION

	WITHIN PSYCHOLOGY			OTHER PROFESSIONS		
Organization	ABPP (USA)	CRHSPP	NASP (USA)	ROYAL COLLEGE OF DENTAL SURGEONS OF ONTARIO	LAW SOCIETY OF UPPER CANADA	ROYAL COLLEGE OF PHYSICIANS & SURGEONS OF
Voluntary Programs	Yes; non-exclusionary	Yes; non-exclusionary	Yes; non-exclusionary	Yes; exclusionary	Yes; non-exclusionary	Yes; exclusionary
Academic Requirements	Ph D in Psychology	Ph.D or M.A.	Advanced Masters (Specialist) or Ph.D. in	School Psychology D.D.S.		LL.B.
Current Specialties	Clinical; Clinical Neuropsych; Health; Forensic; Family; School; Counselling; Industrial-Organizational	Self-descriptor from selection (e.g., child; Cognitive-Behavioural; Analytic, etc.)	School Psychology	Periodontics; Oral Pathology; Prosthodontics; Endodontics; Oral Radiology; Oral &	Maxillofacial Surgery; Orthodontics Paedodontics; Dental Public Health Civil Litigation; Criminal Litigation; Civil and Criminal Litigation;	Family Law; Immigration Law; Intellectual Property Law 31 in Medicine 12 in Surgery
Requirement Beyond Graduation	(a) Internship, preferably from APA-approved facility (b) 5 years experience, at least 4 postdoc (c) currently practicing in area of specialty (d) evidence of post-doctoral continuing education (e) licensed in State where practicing	(a) 2 years supervised experience, one postdoctoral, one in organized health service setting (equivalency acceptable) (b) registration in province of practice	(a) 1200 hour internship in school psychology with minimum 50% in a school setting; (b) State certificate of licensure for practice in the U.S. (Available at masters level in most States.)	(a) a member in good standing of Royal College of Dental Surgeons of Ontario (b) graduate work in area of specialty (varies in length depending on specialty - may require diploma, graduate degree or hours of approved instruction)	(a) Full-time practice in Ontario for minimum of 5 years, 2 of them immediately preceding application (b) at least half of applicant's time devoted to specialty	(a) one year of approved post-graduate clinical education (b) completion of accredited program; depends on specialty area; from 4-8 years of further education or residencies (c) documented confirmation of completion of training
Title Conferred	Diplomate	No Title; can list in Register	Nationally certified School Psychologist (NCSP)	Specialist (after training) Fellow (after exams)	Certification of Speciality	Fellow
Examination Required	Yes, written and oral; work samples	No; examination of credentials	Yes, written	Yes, written and oral	Yes, oral; peer review	Yes, written and oral
Conditions on Speciality Certificate	Renewable on payment of fee	Renewable annually on payment of fee	3 year term. Renewal fee with cont. educn. requirement	Annual membership fee	Renewable after 5 years with review; annual membership	Annual membership fee
Continuing Education Requirement	None	None	Minimum 75 hours meeting specific standards	None at present; scheduled for 1994	12-15 hour p.a. in each of the 3-5 years preceding application	Maintenance of Competence Pilot Program underway

For your reference, we are reprinting the proposed regulations for elections. These were originally in Volume 20, No. 1 of the Bulletin.

The Ontario Board of Examiners in Psychology Proposed regulation made under the authority of section 95(1): Election of Council Members

Electoral Districts

- 1 (1) The following electoral districts are established for the purpose of the election of members to the Council:
- 1 Electoral District 1 (North) to be composed of the districts and counties of Kenora, Rainy River, Thunder Bay, Cochrane, Algoma, Manitoulin, Nipissing, Sudbury (municipal), Sudbury (District), Timiskaming, Parry Sound, Muskoka;
 - 2 Electoral District 2 (South West) to be composed of the counties of Bruce, Elgin, Essex, Grey, Huron, Kent, Lambton, Middlesex, Oxford, Perth;
 - 3 Electoral District 3 (Central West) to be composed of the counties of Brant, Dufferin, Haldimand and Norfolk, Halton, Hamilton-Wentworth, Niagara, Waterloo;
 - 4 Electoral District 4 (East) to be composed of the counties of Frontenac, Hastings, Lanark, Leeds and Grenville, Lennox and Addington, Ottawa-Carleton, Prescott and Russell, Prince Edward, Renfrew, Stormont, Dundas, and Glengarry;
 - 5 Electoral District 5 (Central East) to be composed of the counties of Durham, Haliburton, Northumberland, Peel, Peterborough, Simcoe, Victoria, York;
 - 6 Electoral District 6 (Metro Toronto) to be composed of Metropolitan Toronto.
 - 7 Electoral District 7 (ACADEMIC) to be composed of Post Secondary Educational Institutions in Ontario granting Graduate Level Degrees in Psychology.
- (2) The electoral district in which a member is eligible to vote is the district in which, on 1st January, the member principally practices, or if the member is not engaged in the practice of psychology in Ontario, the district in which, on that day, the member principally resides. A member may vote in only one electoral district.

Number of members elected

- 2 The number of members to be elected in each of electoral district 1, 2, 3, 4, and 5 is one.
The number of members to be elected in electoral district 6 and 7 is two.

Terms of office

- 3(1) The term of office of a member elected to the Council is three years.
- (2) At the first meeting of the Council following proclamation, a member of the Council appointed by the Lieutenant Governor in Council shall draw lots to assign electoral districts to the election years specified in 4(1) to (4) below.

Election date

- 4(1) An election of members to the Council shall be held in the month of March 1994, and in every third year after that for electoral districts [enter numbers after draw].
- (2) An election of members to the Council shall be held in the month of March 1994; March 1995, and in every third year after that for electoral districts [enter numbers after draw].
- (3) An election of members to the Council shall be held in the month of March 1994; March 1996, and in every third year after that for electoral districts [enter numbers after draw].
- (4) An election of one member to the Council shall be held in the month of March 1994; and in every third year after that for electoral districts 6 and 7.
- (5) An election of one member to the Council shall be held in the month of March 1994; March 1996, and in every third year after that for electoral districts 6 and 7.
- (6) The Council shall set the date in the month for each election of members to the Council.

Eligibility for election

- 5 (1) A member is eligible for election to the Council in electoral districts 1-6 if, on the date of the election,
- (a) the member is engaged in the practice of psychology in the electoral district for which he or she is nominated, or, if the member is not engaged in the practice of psychology in the electoral district, is resident in the electoral district for which he or she is nominated;
 - (b) the member is not in default of payment of any fees prescribed in this regulation;

- (c) the member's certificate of registration has not been revoked or suspended in the six years preceding the date of election;
 - (d) the member's certificate of registration has not been subject to a term, condition or limitation as a result of a disciplinary action within the last two years.
- 5 (2) A member is eligible for election to the Council in electoral district 7 if on the date of the elections,
- (a) the member holds a full-time appointment in a prescribed university in Ontario;
 - (b) the member is not in default of payment of any fees prescribed in this regulation;
 - (c) the member's certificate of registration has not been revoked or suspended in the six years preceding the date of election;
 - (d) the member's certificate of registration has not been subject to a term, condition or limitation as a result of a disciplinary action within the last two years.

Registrar to supervise nominations

- 6 The Registrar shall supervise the nomination of candidates.

Notice of election and nominations

- 7 No later than 90 days before the date of an election, the Registrar shall notify every member who is eligible to vote of the date, time and place of the election and of the nomination procedure.

Nomination Procedure

- 8 (1) The member may stand for election in only one electoral district in which he or she is an eligible voter.
- (2) The nomination of a candidate for election as a member of the Council shall be in writing and shall be given to the Registrar at least 45 days before the date of the election.
 - (3) The nomination shall be signed by the candidate and by at least 5 members who support the nomination and who are eligible to vote in the electoral district in which the election is to be held.
 - (4) A candidate may withdraw his or her nomination for election to the Council by giving notice to the Registrar in writing. Such notice shall be given not less than 15 days before the date of the election.
 - (5) The Registrar shall, at least 30 days before the date of the election, notify every member who is eligible to vote of the nominations received, and shall notify every member that further nominations will be received for the vacancy until 15 days before the date of the election.

Acclamation

- 9 If the number of candidates nominated for an electoral district is less than or equal to the number of members to be elected in the electoral district, the Registrar shall declare the candidates to be elected by acclamation.

Registrar's electoral duties

- 10 (1) The Registrar shall supervise and administer the election of candidates and, for the purpose of carrying out that duty the Registrar may, subject to the by-laws,
- (a) appoint returning officers and scrutineers;
 - (b) establish a deadline for the receiving of ballots;
 - (c) establish procedures for the opening and counting of ballots;
 - (d) provide for the notification of all candidates and members of the results of the election; and
 - (e) provide for the destruction of ballots following an election.

- (2) No later than 10 days before the date of an election, the Registrar shall send to every member eligible to vote in an electoral district in which an election is to take place, a list of the candidates in the electoral district, a ballot and an explanation of the voting procedure as set out in the by-laws.

Number of votes to be cast

- 11 (1) A member may cast as many votes on a ballot in an election of members to the Council as there are members to be elected to the Council from the electoral district in which the member is eligible to vote.
- (2) A member shall not cast more than one vote for any one candidate.

Tie votes

- 12 If there is a tie in an election of members to the Council, the Registrar shall break the tie, by lot.

Recounts

- 13 (1) A candidate may require a recount by giving a written request to the Registrar no more than 30 days after the date of an election.
- (2) The Registrar shall hold the recount no more than 15 days after receiving the request.

Interruption of Mail Service

- 14 Where there is an interruption of mail service during a nomination or election, the Registrar shall extend the holding of the nomination or election for such period of time as the Registrar considers necessary to compensate for the interruption.

Disqualification of elected members

- 15 (1) The Council shall disqualify an elected member from sitting on the Council if the elected member,

- (a) is found to have committed an act of professional misconduct or is found to be incompetent by a panel of the Discipline Committee;
 - (b) is found to be an incapacitated member by a panel of the Fitness to Practice Committee;
 - (c) fails, without cause, to attend two consecutive regular meetings of the Council;
 - (d) fails, without cause, to attend two consecutive meetings of a committee of which he or she is a member; or
 - (e) ceases either to practice or reside in the electoral district for which the member was elected.
- (2) An elected member who is disqualified from sitting on the Council ceases to be a member of the Council.

Filling of vacancies

- 16(1) If the seat of an elected Council member becomes vacant in an electoral district not more than 12 months before the expiry of the member's term of office, the Council may,
- (a) leave the seat vacant;
 - (b) appoint as an elected member, the candidate, if any, who had the most votes of all the unsuccessful candidates in the last election of Council members for that electoral district; or
 - (c) direct the Registrar to hold an election in accordance with this Regulation for that electoral district.
- (2) If the seat of an elected Council member becomes vacant in an electoral district more than 12 months before the expiry of the member's term of office, the Council shall direct the Registrar to hold an election in accordance with this Regulation for that electoral district.
- (3) The term of a member appointed under clause (1)(b) or elected in an election under clause (1)(c) or subsection (2) shall continue until the time the former Council member's term would have expired.

**The Ontario Board of Examiners in Psychology
Proposed regulation made under the authority of
section 95(1)7: Committee composition**

- 1 (1) The Executive Committee shall be composed of,
- (a) the President and Vice-President of the Council;
 - (b) 1 member of the Council who is a member of the College; and
 - (c) 2 members of the Council appointed to the Council by the Lieutenant Governor in Council.
- (2) The President of the Council shall be the chair of the Executive Committee.
- 2 The Registration Committee shall be composed of,
- (a) 3 members of the Council who are members of the College;

- (b) 2 members of the Council appointed to the Council by the Lieutenant Governor in Council; and
 - (c) 2 members of the College.
- 3 The Complaints Committee shall be composed of,
- (a) 2 members of the Council who are members of the College;
 - (b) 3 members of the Council appointed to the Council by the Lieutenant Governor in Council; and
 - (c) 2 members of the College.
- 4 The Discipline Committee shall be composed of,
- (a) 6 members of the Council who are members of the College;
 - (b) 4 members of the Council appointed to the Council by the Lieutenant Governor in Council; and
 - (c) 2 members of the College.
- 5 The Fitness to Practice Committee shall be composed of,
- (a) 2 members of the Council who are members of the College;
 - (b) 1 member of the Council appointed to the Council by the Lieutenant Governor in Council; and
 - (c) 2 members of the College.
- 6 The Quality Assurance Committee shall be composed of,
- (a) 2 members of the Council who are members of the College;
 - (b) 1 member of the Council appointed to the Council by the Lieutenant Governor in Council; and
 - (c) 2 members of the College.
- 7 The Client Relations Committee shall be composed of,
- (a) 2 members of the Council who are members of the College;
 - (b) 2 members of the Council appointed to the Council by the Lieutenant Governor in Council; and
 - (c) 1 member of the College.

**The Ontario Board of Examiners in Psychology
Proposed regulation made under the authority of sections 95(4), 95(5), and 95(6): Members of the College on committees**

- (1) This section applies with respect to members of a committee of the College who are members of the College but who are not members of the Council.
- (2) The term of office of a committee member is 1 year.
- (3) A member is eligible for appointment to a committee if, on the date of the appointment,

 - (a) the member is engaged in the practice of psychology in Ontario, or if the member is not engaged in the practice of psychology, is resident in Ontario;

- (b) the member is not in default of payment of any fees prescribed in this regulation;
 - (c) the member's certificate of registration has not been revoked or suspended in the six years preceding the date of the appointment;
 - (d) the member's certificate of registration has not been subject to a term, condition or limitation as a result of a disciplinary action within the past two years
- (4) The Council shall disqualify a member appointed to a committee under subsection (3) from sitting on the committee if the member,
- (a) is found to have committed an act of professional misconduct or is found to be incompetent by a panel

- of the Discipline Committee;
 - (b) is found to be an incapacitated member by a panel of the Fitness to Practice Committee;
 - (c) fails, without cause, to attend 2 consecutive meetings of the committee or of a subcommittee of which he or she is a member;
 - (d) fails, without cause, to attend a hearing or review of a panel for which he or she has been selected; or
 - (e) ceases to either practice or reside in Ontario.
- (5) A member who is disqualified under subsection (4) from sitting on a committee ceases to be a member of the committee.

Board Notices Continued

BOARD AND COUNCIL HIGHLIGHTS

- At the meeting of October 29, 1993, Dr. Brian Ridgley submitted his resignation as Chair. The Board would like to thank Dr. Ridgley for his considerable contributions over the last 20 months.
- Stepping into the position is Dr. Maggie Mamen, previously the Secretary-Treasurer. The appointment of a new Secretary-Treasurer will be made at the upcoming Board meeting of December 1.
- The position paper on Bill 100 was approved for submission to the Standing Committee on Social Development. Copies are available from the Board office by calling (416) 961-8817.

DISCIPLINE UPDATE

Dr. George Matheson

It was reported in the September 1993 issue of The Bulletin that on May 7, 1993 a Discipline Tribunal of the Ontario Board of Examiners in Psychology found Dr. George Matheson guilty of professional misconduct, malpractice and conduct unbecoming a psychologist and that Dr. Matheson's certificate of registration was cancelled.

It was also reported that on August 6, 1993 the Board's legal counsel received a copy of a Notice of Appeal filed by Dr. Matheson.

Following a request by the Board's legal counsel, Dr. Matheson has provided the Board with an Undertaking that he will not practice psychology in the Province of Ontario or hold himself out to be a psychologist in the Province of Ontario pending the disposition of the appeal.

The Board of Examiners in Psychology is pleased to announce the addition of Claire Barcik to the staff in the position of Investigator. Claire has recently returned to Toronto from Ottawa where she worked with the Canadian Human Rights Commission. Claire is bilingual and her background includes a B.A. in psychology, an LL.B and she is a member of The Law Society of Upper Canada.

Ψ BULLETIN

The Bulletin is a publication of the Ontario Board of Examiners in Psychology

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