

## *Inside...*

August 2008

<b>President's Report</b>	<b>1</b>
<b>Elections Report Update</b>	<b>3</b>
<b>APNS Annual General Meeting</b>	<b>4</b>
<b>Gerald Gordon &amp; Brian Dufton Memorial Award Winners</b>	<b>5</b>
<b>Dr Carolyn Humphreys - Fellow</b>	<b>6</b>
<b>APNS at the CPA Convention</b>	<b>7</b>
<b>APA Council Rep Report</b>	<b>8</b>
<b>Continuing Education Programming 2009</b>	<b>9</b>
<b>Annual General Meeting Financial Reports</b>	<b>12</b>
<b>NSBEP Notes</b>	<b>15</b>
<b>Acknowledgements</b>	<b>18</b>
<b>Advertisements</b>	<b>19</b>
<b>Committees &amp; Reps</b>	<b>20</b>
<b>Vol. 20• N° 3</b>	
<b>August 2008</b>	

## INCOMING PRESIDENT'S REPORT



Debra Garland  
APNS President

I am surprised to find myself the President of APNS, as it seems not long ago that my supervising psychologist, Dean Perry encouraged me to become actively involved with the association and the rest, as they say, is history.

From the beginning my involvement with APNS has been a learning experience and now comes the greatest challenge, as president. Bob Milks our past president directed the association down a path of increased collaboration and outreach; my intent is to continue in this vein as the feedback we have received told us our members appreciated and welcomed outreach.

So, with that in mind the APNS executive will continue to meet with psychologists province-wide to hear concerns and encourage the exchange of thoughts and ideas within local communities and throughout the province. As a fraternal organization we are family to each other and as such need to maintain and foster those connections. As a provincial

organization APNS provides continuity and guidance for members regardless of geographical location and member issues in Yarmouth or Sydney are as important as issues in Halifax or Cape Breton; we are a province-wide organization and need the input of all members as well as active involvement.

Outreach goes beyond exchange with other psychologists. We must take advantage of opportunities to educate our employers, other health professionals, government, media and the public about the value of our profession. I would like to encourage all members to consider advocating for our profession in whatever manner they can, whether educating their employers as to why we need to meet as professionals to confer over issues or advocating the appropriate usage of psychological instruments used by appropriately trained professionals. The issues are many but regardless of urban or rural locale the similarities are perhaps greater than we realize.

My vision, if you will, of APNS executive and I as president is to provide a forum for our membership to have a voice in issues. As president I believe in

## Reports

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### INCOMING PRESIDENT'S REPORT (continued from Page 1)

the importance of actively hearing members' opinions and concerns. I have been a member of APNS since my early university years and believe that as an association we are more cohesive and unified now than ever before; this results from connecting and listening to our members. Support for this comes from members who seek consultation with each other and the executive over issues that may at first seem applicable to that member but always have broader implications.

As president I hope to continue with Bob's initiative of educating public and government and urge everyone to become involved in advocating for our profession. We will do our best to support you in your efforts. For example, we are now seeking volunteers to approach their local MLAs with our latest advocacy tool, a package of information specifically designed for our government representatives, providing them with easily assessable information on our profession and the issues surrounding it. We plan to put these in the hands of all provincial elected representatives over the coming year.

It is initiatives like these that raise the profile of psychologists in service delivery. Managed care is not an idle threat any longer but rather a probability and as such we, as a profession need to ensure the public and government understand what our profession has to offer. The CPA conference with APNS as a co-sponsor and the invitation to government to attend our hospitality suite is

another foray into the political world to begin the process of engaging government in educating and defining what psychologists can do in practice in Nova Scotia.

Another initiative I hope for the association to develop is Continuing Education credits delivered through APNS workshops with our fraternal body able to offer credit similar to that of CPA. We are always open to and interested in ideas for seminars, workshops, etc. and invite our members to become involved in identifying workshops and presentations of interest.

Currently, in our province there is ongoing discussion between the NSBEP and government regarding a change in credentialing in Nova Scotia; APNS has been invited into this discussion, and our past president, Bob Milks represents APNS on this ad hoc committee.

Without doubt, this is a time of change for the practice of psychology therefore I urge members to become involved to whatever extent they are able: generating ideas, offering presentations, liaise with government, committee work, the list is long and varied; whatever members have to offer. My term as president is underway and the year seems to be offering some exciting and busy prospects, I look forward to the year and meeting members both old and new.



## Elections Report Update

As of the last newsletter we had not filled the position of President Elect for the 2008-2009 year. However, at the Annual General Meeting, Robin McGee was nominated and agreed to take the position of President Elect.

Also, the results of the Elections for Member-at-Large resulted in Dean Perry being returned to the Executive for another term. Thanks to all who participated in the elections process,

### Executive, 2008-2009

President: Debra Garland  
Past President: Bob Milks  
President Elect: Robin McGee  
Secretary: Joann Doran  
Treasurer: Laurie Tracey  
Member at Large: Dean Perry  
Student Representative: Melissa McGonnell



## Welcomes its Latest Members as of August 15/08

Cate Archibald Ph.D.  
Sheldon Bailey M.Sc.  
Nancy Bartlett Ph.D.  
Kathy Joanne Braunmiller M.A.  
Natasha Buchanan  
Bernadette Campbell M.A.

Kristin Fossum  
Valerie Grant  
Paula Kavanagh M.A.  
Terrance MacCormack Ph.D.  
Heather MacLatchy Ph.D.  
Allison McNeil M.A.

Beth Robinson Ph.D.  
Elaine Stoffer Ph.D.  
Rachel Tree M.A.  
Billur Ugursal  
Nicolle Vincent

We would like to thank the membership for supporting APNS in its efforts to promote the interests of Nova Scotia psychologists through advocacy, continuing education and the support of special interests in the field.

## Congratulations to the following who have recently become Registered Psychologists

Catherine Archibald, Ph.D.  
Beverly Butler, Ph.D.  
Diana Cassie, Ph.D.  
Becky Churchill Keating, Ph.D.  
Sherry Dayna, Ph.D.  
Lee Dongwook, Ph.D.

Terrance MacCormack, Ph.D.  
Kyla MacLeod, M.A.  
Lachlan McWilliams, Ph.D.  
Brigitte Patry, Ph.D.  
Mark Pottier, M.A.  
Jean-Robert Roussel, M.Psy.

Sandra Sparkes, Ph.D.  
Patricia Spens, M.Sc.  
Leanne Tattrie, M.A.S.P.  
Melanie Varner, Ph.D.  
Vicky Wolfe, Ph.D.

## Reports

### APNS ANNUAL GENERAL MEETING ~ May 23, 2008

The APNS Annual General Meeting was held in conjunction with a workshop on Positive Psychology, presented by Dr. Christopher Peterson, and Dr. Nansook Park. The workshop attracted a enthusiastic mixed audience of psychologists and other health professionals. The workshop was held at the Dalhousie University Rowe Management Building and the AGM was held at noon hour on the same day.



Annual General Meeting in progress

The AGM attracted over 35 people who heard reports from the outgoing President, Bob Milks and the incoming President, Debra Garland.

For several years APNS member Lynn Ross has given her time to review the bookkeeping documents every year in order to provide an Auditors' reports for the A.G.M. Lynn will not be

re-offering for this position for the upcoming year. The Executive recognized her volunteer work with a plaque.

In addition to the regular business meeting, Dr. Carolyn Humphreys was named an APNS Fellow and presented with a plaque by Dr. Maureen Gorman, Past President. *See page 6.*

Finally, Melissa McGonnell, Student Representative on the Executive Board presented the Gerald Gordon Award and the Brian Dufton Award. *See page 5 for details.*

#### Membership Statistics 2007-2008

(At May 23, 2008)

330 Full Members

20 Students

10 Retired/Inactive Members

3 In Absentia

4 Honorary

Total Membership: 367





***The APNS membership years runs from September 1 to August 31.***

***Enclosed with this mailing is a membership renewal form.***

***If you have not yet renewed your membership, please complete the form and return it to the APNS office by September 30, 2008***

***The APNS member renewal form is also available on our website at:***

***<http://www/apns.ca/membership.html>***

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## THE GERALD GORDON AND BRIAN DUFTON STUDENT AWARDS



**T**he **Gerald Gordon Memorial Prize** was established in 1987 to recognize the considerable contribution that Dr. Gerald Gordon made to APNS as well as to the creation of the Nova Scotia Board of Examiners in

Psychology. This award reflects his belief in the importance of encouraging promising students to consider a career in psychology. The recipient of the award receives a \$250.00 award toward books in the student's area of interest, as well as a one-year student membership to APNS.

The Gerald Gordon Prize was awarded to **Natasha Buchanan** of Mount Saint Vincent University. Ms. Buchanan was chosen from a pool of very worthy nominees with excellent qualities, but she stood out for her academic achievement, and her leadership and professional qualities.

In addition to being a top student, graduating with a B.Sc. Honours in Psychology with two minors in Applied Statistics and French from Mount Saint Vincent University, she has been very active in the University community, particularly in the Psychology society. According to her professors she has a very strong grasp of research methodology and statistical analysis.

**T**he **Brian Dufton Memorial Prize** was established in 2006 to recognize the contribution made by Dr. Brian Dufton. Among his many accomplishments as a clinician, author/reviewer and instructor, Dr. Dufton's sense of humor, love of music and spirituality touched many. The recipient of the award receives \$500.00 to help support the student's education, as well as a one-year membership to APNS.

The Brian Dufton Graduate Prize was awarded to

**Valerie Grant** of Dalhousie University. Ms. Grant has an outstanding academic record; a Bachelor of Commerce degree from Mt. Allison University and a honours degree in Psychology from Memorial University. She is currently in her 4th year of a Ph.D. in Clinical Psychology at Dalhousie.



She has an outstanding scholastic record, as well as being extremely articulate and an excellent writer. Attesting to her quality of research as an undergraduate, her honours thesis on childhood amnesia has been published in *Memory* (2005).

Ms. Grant plans to have a career in Nova Scotia as a true scientist-practitioner. She intends to extend her dissertation research on emotional motives for alcohol use and to practice in an adult community mental health centre.

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*Thanks to all the universities and professors who participated in these Awards.  
Thanks also to Melissa McGonnell and Louise Stringer-Warren.*

## Reports

### DR. CAROLYN HUMPHREYS NAMED FELLOW OF APNS

The APNS Fellow Award is presented in recognition of a psychologist's outstanding contributions to the APNS. At this year's AGM, Dr. Carolyn Humphreys was named Fellow of the Association.

Dr. Humphreys is an exemplary professional committed to promoting her profession and excellence in its practice. Dr. Humphreys began her psychology career with the Atlantic Child Guidance Centre in Dartmouth in 1980 until being inspired in 1992 to help open the Breakthrough Cooperative Centre that models multidisciplinary service delivery, and where she continues to work with children, adolescents and their families. She has also supervised six psychologists to registration and conducted many training sessions for mental health professionals. In 1999, the existing APNS Executive appointed Dr. Humphreys to the Nova Scotia Board of Examiners in Psychology (NSBEP) and she served as Chair of the NSBEP from 2000 to 2002. One of her initial forays into her work with the APNS was her involvement as Chair of the Private Practice Committee in 2003-2005 and her taking on the revamping of the directory in preparation for its website debut.

Then, as though she were not busy enough in 2003, Dr. Humphreys courageously assumed the role as President of the APNS, without benefit of the year of easing into it as President-Elect. During this time she accomplished just a few major tasks, including taking care of APNS business when there was either no or casual office staff for several months and then having the good judgment to hire Susan Marsh in the fall of 2003. As Past President, Dr. Humphreys participated in the Election Committee as part of her duties; she also reviewed and revised the criteria for appointments to the NSBEP and she was

responsible for overseeing the planning of the inaugural Awareness Month gala and other activities. In the following year, Dr. Humphreys generously participated in the televised Relationship Checkup as part of that year's Awareness Month Activities.



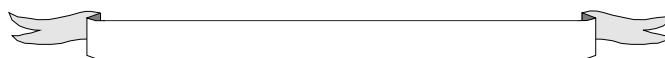
Dr. Carolyn Humphreys, APNS' newest Fellow with Dr. Maureen Gorman, APNS Past President.

In 2004, Dr. Humphreys reinstated the Continuing Education Committee for APNS and has been Chair of it since 2005. This work has led to the formation of the two-to-three year planning process for bringing workshops to Nova Scotia that range from specialized topics (e.g., psychotherapy for depression in older adults) to more general interest ones (e.g., mindfulness therapy). She is one of a few people working with Office Manager, Susan Marsh, on the design of CE brochures and materials that will be both appealing and consistent across the spectrum of CE projects. As Chair of the CE Committee, Dr. Humphreys recently undertook, at the request of the NSBEP, the task of identifying a suitable CE credentialing system.

Dr. Humphreys continues to serve the psychologists of Nova Scotia generously and diligently and thus is nominated for this award as Fellow of the Association of Psychologists of Nova Scotia.



**There have been 28 APNS Fellows  
named since the organization  
began in 1965.**



## APNS AT THE CPA CONVENTION ~ JUNE 2008

APNS participated in the CPA convention in Halifax in June with a Hospitality Suite and by organizing a Musicians Circle, the Nova Scotia version of the annual CPA "Jam".

Hospitality Suites are typically not done at CPA but APNS jumped in and may have started a tradition. Numbers were low to begin, but built over the four days. It accomplished what we had hoped for -- giving the conventioners somewhere to relax, chat with old friends and acquaintances and to provide a profile for APNS. By the end of the convention the numbers dropping by had increased to a steady flow. A lot of interesting information and laughter was shared. The Suite also played host to a very successful Open House presented by the Psychology Departments of the QEII Health Sciences Centre and the IWK Health Centre.

Another highlight of the convention was the reception in honour of John Service. As John is a former Nova Scotian psychologist and Honourary member of APNS we thought it fitting for David Pilon to reminisce about John's early days and to bring in Peter Cox, the Halifax Town Cryer to present John with the Order of Good Time.

The Musicians Circle was another successful event organized by APNS. Dr. Joanne (Butler) Gusella, Halifax-based psychologist, was the producer, the musical director and the host of a great evening that kicked off with "Elvis" and then showcased some wonderful local and visiting talent, both psychologists and non-psychologists. The night included a blend of musical styles including original and cover songs, a classical trio, and even Swing Dancing. The room was filled with an appreciative audience, some of whom joined in to perform. A precious moment was listening to John



Service play his Mandolin accompanied by Ed Lamontagne on guitar. The night ended with the audience singing *Farewell to Nova Scotia*.

For info on how the evening was organized contact Joanne Gusella ([joanne.gusella@dal.ca](mailto:joanne.gusella@dal.ca)). For those of you who expressed an interest in her original songs, she can be found at [myspace.com/joannabutlermusic](http://myspace.com/joannabutlermusic)

*Thanks Joanne - it wouldn't have happened without you!*



### ACKNOWLEDGEMENTS

#### The Performers

- The Halifax Regional Songwriting Group: Jason Brown, Joanna Butler, Melanie Donnelly & Catherine Kinsman
- Elvis (Gordon Douglas Mahar)
- Maurice Aucoin (soundman)
- Dorothy Chitty
- Sharon Clark
- Ed Lamontagne
- Laura (doc.student at U of Ottawa)
- Lloyd MacHardy
- Adam Mueller
- Rob MacInerney & Brigitte Patrey (Swing Dancers)
- Jeff Scott
- John Service
- Nina Woulff and friends
- Drs. Greg. & Miriah (from Brandon, MB)



#### The Hospitality Suite

- Joann Doran
- Maureen Gorman
- Carolyn Humphreys
- Meghan McMurtry
- David Pilon
- APNS Executive for ideas, support & attendance
- and especially Ann Wetmore as "the Committee"

#### The Sponsors

- Nova Scotia Board of Examiners in Psychology
- In-kind donations:
  - VanDyk's Blueberries
  - Jost Winery
  - The Running Room
  - Propeller Beer

### APA REPORT - A DOCTOR IN THE HOUSE ~ Pat O'Neill, Ph.D., APNS Rep to APA Council

The American Psychological Association has voiced vigorous opposition to a resolution currently being considered by the American Medical Association that would restrict the use of the title "doctor", excluding psychologists who work in medical settings.

The resolution states that the title "Doctor," in a medical setting, should apply only to physicians licensed to practice medicine in all its branches, dentists and podiatrists. "The growing trend of this title encroachment is of concern because patients will be confused when the title Doctor is applied to non-physicians who hold non-medical doctorates or to non-physicians in training."

The physicians hope to have laws passed that would formally limit the term, as well as words such as "residency" which is in common use by the nursing profession. While this, for the moment, does not effect Canadians, success for the AMA initiative in the US might well lead to similar medical initiatives here.

In his response to the AMA, Dr. Alan Kazdin, out-going President of APA, said among other things: "Use of the term "doctor" recognizes psychologists' extensive education and training as well as their positions in medical settings as supervisors and managers of patient care at the highest level. Licensed psychologists spend an average of seven years, beyond college, in education and supervised training leading to licensure to practice psychology. Psychologists complete extensive doctoral level training in the diagnosis and treatment of mental disorders well beyond that which physicians receive. This training includes thousands of hours of supervised practice in psychology and a year of formal internship."

#### *The Undefined Border*

Organizations and businesses that do cross-border business between the U.S. and Canada are finding that their representatives risk inspection, search, and seizure of electronic materials such as laptops, cell phones, MP3 players, and so forth.

The U.S. Department of Homeland Security's new policy reserves the right to seize for an indefinite period of time such electronic materials taken across the border. Customs agents can routinely--as a matter of course--seize, make copies of, and "analyze the information transported by any individual attempting to

enter, re-enter, depart, pass through, or reside in the United States." The rationale for the search of electronic information is that it might be useful to detect terrorists, drug smugglers, and people violating "copyright or trademark laws." A U.S. federal appeals court [has ruled](#) that an in-depth analysis of a laptop's hard drive using the EnCase forensics software "was permissible without probable cause or a warrant under the border search doctrine." An electronic device is defined as "any device capable of storing information in digital or analog form" including hard drives, compact discs, DVDs, flash drives, portable music players, cell phones, pagers, beepers, and videotapes.

APA realizes that the policy is a problem for members travelling to conventions and meetings. One APA Council member asserted the policy violates the Constitutional guarantee of protection against unlawful search and seizure. APA is particularly concerned about the potential problem for members planning to travel to Toronto for next year's convention.

The policy may not, of course, continue into the next U.S. administration. If it does, there are plans to alert all registrants to the risk in the on-line and print information for the Toronto convention. That way people can make individual decisions as to whether or not to bring electronic equipment with them across the border. (As a result to the on-going debate about psychologists working at U.S. detention facilities, I have on my own computer hundred of e-mails in many folders with words and phrases such as: "role of psychologists in torture," "military psychologist invoked right to remain silent at Guantanamo," "psychoanalysts oppose war," and so forth. So now I just carry pencil and paper).

#### *Voting Matters for members*

Two issues are being submitted for a vote of APA members. The first is assigning seats on Council to representatives of four minority groups; the second is a resolution that APA members ought not to serve in places of detention such as Guantanamo Bay and other black sites around the globe. APA members among you will recall being asked to vote last year on the question of assigning four seats to members of psychological associations representing minority groups. As it happened, the vote was in favour

*continued on page 9*

## CONTINUING EDUCATION PROGRAMMING 2008 -2009

APNS' Continuing Education Committee continues to look for opportunities that our members across the province would be interested in. We hope to offer workshops in two specific areas in the upcoming year. Originally envisioned as a conference, we have decided to break up the proposed Children, Family and the Law conference into a series of workshops dealing with relevant issues.

### Children, Family & the Law Workshop Series - 2009

- Bill Eddy – High Conflict Personalities/Divorce

Bill Eddy is a Certified Family Law Specialist in California with 15 years' experience representing clients in family court. Prior to becoming an attorney in 1992, he was a Licensed Clinical Social Worker with twelve years' experience providing therapy to children, adults, couples and families in psychiatric hospitals and outpatient clinics. He is the author of several books, including *High Conflict People in Legal Disputes* (Janis Publications, 2006), and *Splitting: Protecting Yourself While Divorcing a Borderline or Narcissist* (Eggshells Press, 2004). He has become an international speaker on the subject of high-conflict personalities, providing seminars to attorneys, mediators, collaborative law professionals, judges, ombudspersons and others.

- Rhonda Freeman – Children, Families & Divorce
- Phil Barrette – Psychologists: Parenting Coordinators

### Workshop By Request - Professional Practice Issues

Some members have asked for workshops to be held across the province rather than always in Halifax. We choose Halifax because with a large percentage of the membership in Halifax it is often the only way to make

a workshop cost effective. This is especially true when bringing in well-known speakers. In order to respond to our membership we offer this Workshop By Request Series. The following list is just a few ideas for information sessions or discussion groups that could be made available in your area, if we have enough interest. We are focusing on topics which affect your professional activities.

- *Starting a Practice – the ABCs*
- *Ethics for Psychologists in Private Practice: The 5-step Ethical Decision-making Process*
- *Promoting & Marketing your Practice -Dos & Don'ts*
- *Mental Health for the Mental Health Practitioner – taking your own advice*
- *Financial and Accounting practices for Private Practices*
- *Legal/Financial Requirements for Setting up & Closing a Practice*
- *Everything You Wished You'd Learned in Graduate School*
- *The Challenges of Practicing in Rural Areas*

We have included the above list on the enclosed membership renewal form. Please indicate your interest when you renew. If we receive enough interest from a specific region we will try to provide a workshop in that area. The CE committee is always interested in other workshop suggestions too.

## APA REPORT - A DOCTOR IN THE HOUSE

(continued from Page 8)

but not by the margin needed to pass. Council, which almost unanimously supports assigning these four seats, has decided to try again.

The groups are the Society for Indian Psychologists, National Latino/a Psychological Association, Asian American Psychological Association, and Association of Black Psychologists. These four groups, with APA Division 45, Society for the Psychological Study of Ethnic Minority Issues, form the Council of National Psychological Associations for the Advancement of Ethnic Minority Interests.

### *And a Vote for Me?*

And, finally, you will even see my name on a forthcoming ballot. I have been nominated for the Committee on Structure and Function of APA Council that reviews Council functions and operations and maintains rules adopted by Council. The Committee consists of six members, all of whom are current or former members of Council. Each year two new members shall be elected from members of Council serving in the first or second year of their terms (the slot for which I'm nominated). The Committee conducts a review of the structure and function of Council every five years.

## Reports

### APA CONTINUING EDUCATION SURVEY RESULTS FOR NOVA SCOTIA

This e-mail survey was conducted in cooperation with the American Psychological Association State, Provincial, and Territorial Psychology Associations throughout North America. A total of 6,093 licensed psychologists completed the survey, representing 91% of the states, territories and provinces in North America. There were 45 participants from Nova Scotia.

*[Thank you for participating in this survey; the results below pertain to the Nova Scotia responses only. For more info contact the APNS office.]*

Gender: Female - 84.4% Male - 15.6%

Ethnicity: Caucasian 97.8 2 or more races - 2.2%

#### Primary work setting:

Private practice	46.7%
Hospital	33.3%
University counselling	4.4%
Community health	4.4%
Other	11.1%

#### Which of the following areas did you complete continuing education in last year?

Evaluation and Assessment	46.7%
Anxiety Disorders (e.g. OCD, PTSD, Panic Disorder)	40.0%
Disorders of children or adolescents (e.g. ADHD)	28.9%
Mood Disorders (e.g. unipolar or bipolar depression)	22.2%
Trauma	20.0%
Clinical Supervision	17.7%
Disabilities/Special Abilities	15.6%
Ethics	15.6%
Psychological Treatments	15.6%
Supervision	15.6%

#### Which of the following areas are of interest to you for FUTURE continuing education?

Evaluation and Assessment	64.4%
Anxiety Disorders (e.g. OCD, PTSD, Panic Disorder)	51.1%
Mood Disorders (e.g. unipolar or bipolar depression)	42.2%
Cognitive Therapy	33.3%
Personality Disorders	33.3%
Trauma	33.3%
Couples Therapy	31.1%
Disorders of children or adolescents (e.g. ADHD)	31.1%
Stress	28.9%
Clinical Supervision	26.7%

#### Which of the following practices do you find helpful in facilitating your learning in CE programs?

Examinations	1.5%	Interaction with others	14.6%
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Practice Application	15.0%	Use of Power Pt/ visual	15.5%
Q & A	17.0%	Demonstrations	18.0%
Lecture presentation	18.4%		

#### How would you rate the overall quality of your continuing education experience during the last year (2007)?

Fair	13.3%	Neutral	22.2%	Good	53.4%
Excellent	11.1%				

#### Does your continuing education activity translate into your professional practice?

Very often	26.7%	Often	44.4%	Sometimes	22.2%	Rarely	6.7%
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#### To what extent do you believe that CE programs should include ratings of your satisfaction with the program?

Strongly agree	46.7%	Agree	51.1%	Neutral	2.2%
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#### To what extent do you believe that CE programs should include assessments of your knowledge over the material?

Strongly agree	9.1%	Agree	34.1%	Neutral	38.6%
Disagree	13.6%	Strong disagree	4.5%		

#### To what extent do you believe that CE programs should include assessments of your skills in applying the material?

Strongly agree	31.8%	Agree	38.6%	Neutral	25.0%
Disagree	2.3%	Strongly disagree	2.3%		

#### To what extent do you believe that continuing education should be mandated for license renewal?

Strongly agree	20.5%	Agree	45.5%	Neutral	18.2%
Disagree	15.9%				

#### When choosing a particular continuing education activity, how important is the cost?

Very important	33.3%	Important	55.5%	Neutral	8.9%	Unimportant	2.2%
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#### When choosing a particular continuing education activity, how important is the convenience?

Very important	35.6%	Important	57.8%	Neutral	4.4%
Unimportant	2.2%				

#### How often do you participate in continuing education offered on-site (e.g. workshop, conferences)?

Very often	22.2%	Often	33.3%	Sometimes	26.7%
Rarely	8.9%	Very rarely	8.9%		

#### How often do you participate in continuing education offered online?

Often	6.7%	Sometimes	17.8%	Rarely	30.0%
Very rarely	55.5%				

Continued on page 11

## APA CONTINUING EDUCATION SURVEY RESULTS FOR N.S. (continued from Page 10)

*How often do you participate in continuing education offered through home study (e.g. books, CD)?*

Very often 11.1%      Often 33.3%      Sometimes 15.6%  
Rarely 8.9%      Very rarely 31.1%

*How often do you participate in continuing education offered through teleconferences or “Webinars”?*

Often 2.3%      Sometimes 15.0%      Rarely 25.0%  
Very rarely 56.5%

*Overall, how much do you feel that you have learned as a result of your continuing education?*

Great deal 20.0%      Quite a lot 53.3%      Somewhat 20.0%  
A little 6.7%

*Overall, do you believe that CE has helped you be more effective in your work as a psychologist?*

Strongly agree 40.0%      Agree 46.7%      Neutral 6.7%  
Disagree 6.7%

*If you have completed CE in the area of Ethics, do you believe that these programs have improved your understanding of ethical issues in professional practice?*

Strongly agree 10.3%      Agree 58.7%      Neutral 31.0%

*If you have completed CE in the area of Ethics, do you believe that these programs have translated into more informed and effective ethical practices on your part?*

Strongly agree 10.7%      Agree 57.2%      Neutral 32.1%

*If you have completed CE in the area of Ethics, do you believe that these programs have reduced your “exposure” or professional liability?*

Strongly agree 3.6%      Agree 32.1%      Neutral 64.3%

*When I choose a particular CE program, I choose it primarily because it is interesting to me.*

Strongly agree 53.4%      Agree 44.4%      Disagree 2.2%

*When I choose a particular CE program, I choose it primarily because it is required by my licensing board or agency.*

Strongly agree 2.3%      Agree 6.8%      Neutral 11.4%  
Disagree 50.0%      Strongly disagree 29.5%

*When I choose a particular CE program, I choose it primarily because it addresses an area of relative weakness or deficiency in my skill training.*

Strongly agree 20.0%      Agree 51.1%      Neutral 15.6%  
Disagree 13.3%

*When I choose a particular CE program, I choose it primarily because it seems like an essential area to get updated on.*

Strongly agree 28.9%      Agree 55.6%      Neutral 13.3%  
Disagree 2.2%

*When I choose a particular CE program, I choose it primarily because the presenter is well-known and respected.*

Strongly agree 4.4%      Agree 44.4%      Neutral 42.2%  
Disagree 8.9%      Strongly disagree 4.4%

*CE activities can fulfill a variety of functions beyond learning, per se. Please indicate the extent to which your CE activity during your most recent licensing cycle has been useful to you in relation to professional networking.*

Useful 51.1%      Neutral 26.7%      Not very useful 22.2%

*CE activities can fulfill a variety of functions beyond learning, per se. Please indicate the extent to which your CE activity during your most recent licensing cycle has been useful to you in relation to providing you balance and preventing burnout.*

Very useful 6.7%      Useful 31.1%      Neutral 37.8%  
Not very useful 13.3%      Not at all useful 11.1%

*CE activities can fulfill a variety of functions beyond learning, per se. Please indicate the extent to which your CE activity during your most recent licensing cycle has been useful to you in relation to allowing you to market your services or build your practice.*

Very useful 4.4%      Useful 22.2%      Neutral 31.1%  
Not very useful 20.0%      Not at all useful 22.2%

*“Evidence-Based Continuing Education for Psychologists (EBCEP) is defined as professional education that has an ongoing commitment to evaluating educational practices and assessing educational outcomes in support of understanding, promoting and demonstrating the effectiveness of continuing education in psychology”. To what extent do you agree or disagree with the objectives of EBCEP?*

Strongly agree 18.2%      Agree 52.2%      Neutral 27.3%  
Disagree 2.3%

# Reports

## TREASURER'S ANNUAL REPORT AND FINANCIALS

*On March 31, 2007 total liabilities and equities equalled \$75,255.62; total liabilities and equities equalled \$80,265.51; This includes GIC and Term Deposit accounts that equal \$52,000*

### POINTS OF INTEREST

In July 2007 it was decided to open a GIC account to take advantage of higher interest rates. This new account is a one-year GIC at 4.25% and holds approximately \$31,000. The original term deposit account, which holds \$21,000 currently offers an interest rate of 3.75% and now allows access to our money at short notice with no fees.

We continue to work towards our \$100,000 reserve fund goal in order to keep APNS operating for one year in case of an emergency. Last year's budget suggested \$2,000 to be deposited, but we were able to exceed our expectations and deposit \$10,000.

Membership continues to grow and contributed \$64,995 in income, which is up approximately \$5,000

from 2007.

Our goal to generate more revenue through our continuing education events continues to be a challenge, however, the CE committee is working hard to grow our audience. We managed to approximately break even this year, which is an improvement from last year.

This year's budget also reflects efforts to increase CE revenue, and membership through increasing our budget for promotions. Overall, we have increased the budget from \$2,800 in 2007 to \$7,500 in 2008. Approximately \$3,500 will be used for the upcoming CPA Conference and Hospitality Suite.

Employing Susan 35hrs per week has proved to be money well spent. With her efforts, we have been able to have more involvement with outreach activities, CPA, promotion, and smoother office management.

Submitted by:  
Laurie Tracey, MA, APNS Treasurer

### APNS FINANCIALS & BUDGET 2008-2009

		Budget 07-08	Actuals 07-08	Budget 08-09
<b>INCOME</b>				
<b>Administration</b>				
Membership Fees	\$	60,000.00	\$ 64,995.00	\$ 65,000.00
Interest Earned	\$	750.00	\$ 1,322.71	\$ 2,100.00
Total Administration	\$	60,750.00	\$ 66,317.71	\$ 67,100.00
Grants	\$	-	\$ -	\$ -
Total Grants	\$		\$ -	\$ -
<b>TOTAL ADMIN &amp; GRANTS</b>				
	\$	<b>60,750.00</b>	\$ <b>66,317.71</b>	\$ <b>67,100.00</b>
<b>Member Services</b>				
CE	CE Workshop	\$ 35,000.00	\$ 21,195.00	\$ 24,975.00
Total CE		\$ 35,000.00	\$ 21,195.00	\$ 24,975.00
Publications	N.S. Psychologist	\$ 1,000.00	\$ 750.00	\$ 1,000.00
	Private Practice Dir.	\$ 8,000.00	\$ 11,100.00	\$ 10,500.00
Total Publications		\$ 9,000.00	\$ 11,850.00	\$ 11,500.00

Continued on page 13

**TREASURER'S ANNUAL REPORT AND FINANCIALS** *(continued from page 12)*

		<b>Budget 07-08</b>		<b>Actuals 07-08</b>		<b>Budget 08-09</b>
Psychology Month	\$	1,000.00	\$	.00	\$	.00
<b>TOTAL MEMBER SERVICES</b>	<b>\$</b>	<b>45,000.00</b>	<b>\$</b>	<b>33,045.00</b>	<b>\$</b>	<b>36,475.00</b>
Promotions						
Web ads	\$	750.00	\$	375.00	\$	750.00
Sponsor			\$	.00	\$	1,250.00
Total Promotions	\$	750.00	\$	375.00	\$	2,000.00
<b>TOTAL INCOME</b>	<b>\$</b>	<b>106,500.00</b>	<b>\$</b>	<b>99,737.71</b>	<b>\$</b>	<b>105,575.00</b>

**EXPENSES**

**Administration**

AGM	Meeting	\$	.00	\$	-	\$	-
	Reception	\$	.00	\$	-	\$	200.00
Total AGM		\$	150.00	\$	-	\$	200.00

Office Expenses		\$	1,000.00	\$	741.37	\$	1,000.00
Office supplies		\$	1,500.00	\$	632.40	\$	750.00
Office Copying/Printing		\$	500.00	\$	1,087.66	\$	1,000.00
Executive Travel		\$	1,500.00	\$	1,151.73	\$	1,500.00
Telecommunications	Phone	\$	1,500.00	\$	1,218.11	\$	1,400.00
Office Rent		\$	4,500.00	\$	4,214.28	\$	4,250.00
Miscellaneous	Amortization	\$	100.00	\$	365.00	\$	300.00
Website/Internet		\$	500.00	\$	899.02	\$	750.00
Postage/Delivery		\$	3,500.00	\$	3,631.52	\$	3,700.00
Total Office		\$	14,550.00	\$	12,374.56	\$	14,600.00

**Committees/Reps**

Advocacy		\$	200.00	\$	-	\$	200.00
APA	Rep Exp	\$	300.00	\$	341.87	\$	350.00
	SLC exp	\$	2,000.00	\$	475.05	\$	2,000.00
CPAP		\$	1,000.00	\$	.00	\$	.00
CE		\$	200.00	\$	-	\$	200.00
Elections		\$	100.00	\$	.00	\$	350.00
Executive		\$	400.00	\$	386.92	\$	500.00
Post-Trauma		\$	250.00	\$	16.08	\$	200.00
Membership		\$	200.00	\$	-	\$	200.00
BOPN	(PHWA)	\$	500.00	\$	-	\$	500.00
Public Education	PEC	\$	250.00	\$	-	\$	250.00
Archivist		\$	100.00	\$	-	\$	100.00
Interest Groups/RgReps		\$	200.00	\$	41.43	\$	200.00
NSP Editorial		\$	100.00	\$	-	\$	50.00
Total Committees/Reps		\$	5,800.00	\$	1,219.92	\$	5,100.00

*Continued on page 14*

## Reports

### TREASURER'S ANNUAL REPORT AND FINANCIALS (continued from page 13)

			Budget 07-08		Actuals 07-08		Budget 08-09
Financial	Bookkeeper	\$	900.00	\$	1,057.80	\$	1,100.00
	Bank/Finance Charges	\$	1,600.00	\$	1,694.40	\$	1,700.00
<b>Total Financial</b>		<b>\$</b>	<b>2,500.00</b>	<b>\$</b>	<b>2,752.20</b>	<b>\$</b>	<b>2,800.00</b>
Licenses, Insurance, Fees	Insurance	\$	1,650.00	\$	1,601.00	\$	1,650.00
	Reg Joint Stock	\$	25.00	\$	26.70	\$	27.21
<b>Total Licenses, Insurance &amp; Fees</b>		<b>\$</b>	<b>1,675.00</b>	<b>\$</b>	<b>1,627.70</b>	<b>\$</b>	<b>1,677.21</b>
Staffing	Wages	\$	41,000.00	\$	40,098.99	\$	41,000.00
	Staff Training	\$	-	\$		\$	500.00
<b>Total Staffing</b>		<b>\$</b>	<b>41,000.00</b>	<b>\$</b>	<b>40,098.99</b>	<b>\$</b>	<b>41,500.00</b>
Affiliations/ Memberships	APA Council/Div 31 membership	\$	125.00	\$	141.78	\$	150.00
	CPAP/CRHSPP	\$	1,504.00	\$	1522.00	\$	1,522.00
<b>Total Affiliations</b>		<b>\$</b>	<b>1,629.00</b>	<b>\$</b>	<b>1663.78</b>	<b>\$</b>	<b>1,672.00</b>
Awards/Grants	Benev /Memb/Honors	\$	250.00	\$	-	\$	250.00
	President's Award	\$	200.00	\$	70.57	\$	.00
	Scholarship	\$	750.00	\$	750.00	\$	750.00
<b>Total Awards/Grants</b>		<b>\$</b>	<b>1,200.00</b>	<b>\$</b>	<b>820.57</b>	<b>\$</b>	<b>1,000.00</b>
<b>TOTAL ADMIN</b>		<b>\$</b>	<b>68,904.00</b>	<b>\$</b>	<b>62,124.25</b>	<b>\$</b>	<b>68,599.21</b>
<b>Member Services</b>							
Continuing Education	CE Workshop	\$	24,000.00	\$	21,265.03	\$	18,253.00
<b>Total CE</b>		<b>\$</b>	<b>24,000.00</b>	<b>\$</b>	<b>21,255.03</b>	<b>\$</b>	<b>18,253.00</b>
Advocacy	Advocacy Proj	\$	900.00	\$	-	\$	900.00
	Psych Month	\$	3,000.00	\$	4,403.01	\$	4,000.00
<b>Total Advocacy</b>		<b>\$</b>	<b>10,900.00</b>	<b>\$</b>	<b>4,806.22</b>	<b>\$</b>	<b>4,900.00</b>
Publications	NSP	\$	2,300.00	\$	2,576.30	\$	2,500.00
	PPD	\$	2,200.00	\$	1,974.33	\$	2,000.00
<b>Total Publications</b>		<b>\$</b>	<b>4,500.00</b>	<b>\$</b>	<b>4,550.63</b>	<b>\$</b>	<b>4,500.00</b>
<b>TOTAL MEMBER SERVICES</b>		<b>\$</b>	<b>32,400.00</b>	<b>\$</b>	<b>30,218.67</b>	<b>\$</b>	<b>27,653.00</b>
Promotions	Outreach	\$	2,000.00	\$	1,060.54	\$	6,000.00
	Advertising	\$	800.00	\$	.00	\$	1,500.00
<b>Total Promotions</b>		<b>\$</b>	<b>2,800.00</b>	<b>\$</b>	<b>1,060.54</b>	<b>\$</b>	<b>7,500.00</b>
<b>TOTAL EXPENSES</b>		<b>\$</b>	<b>104,104.00</b>	<b>\$</b>	<b>93,403.46</b>	<b>\$</b>	<b>103,752.21</b>
<b>NET Surplus or Loss &lt; in brackets&gt;</b>		<b>\$</b>	<b>2,396.00</b>	<b>\$</b>	<b>6,334.25</b>	<b>\$</b>	<b>1,822.79</b>
<b>Forward to Reserve fund</b>		<b>\$</b>	<b>2,000.00</b>	<b>\$</b>	<b>10,000.00</b>	<b>\$</b>	<b>5,000.00</b>

## NSBEP NOTES ~ Meredith Burns, Registrar

*In an effort to raise awareness about the policies and procedures of the NSBEP, APNS has invited Registrar Meredith Burns to write a regular column on topics of interest to our members. This issue: **What happens when a complaint goes forward to a Nova Scotia Board of Examiners in Psychology, Investigation Committee?***

### BACKGROUND:

The Psychologists Act (2000) gives the Board considerable power as will become increasingly apparent as the second section of this article on the complaint process unfolds. In order to appreciate why this power has been granted and to appreciate why the Board must sometimes take strong and difficult actions based on this power, it is essential to have an understanding of the nature of professional regulation. This is so important that The Preamble to the Canadian Code of Ethics for Psychologists begins by stating the following:

*“Every discipline that has relatively autonomous control over its entry requirements, training, development of knowledge, standards methods and practices does so only within the context of a contract with society in which it functions. This social contract is based on attitudes of mutual respect and trust, with society granting support for the autonomy of a discipline in exchange for a commitment by the discipline to do everything it can to assure that its members act ethically in conducting the affairs of the discipline within society; in particular, a commitment to try to assure that each member will place the welfare of the society and individual members of the society above the welfare of the discipline and its own members...”*

While all psychologists must adhere to the Canadian Code of Ethics for Psychologists, the regulatory body is further charged with ensuring that the social contract with Society, whereby psychologists are awarded the privilege of self-regulation, is upheld. The Board must place the welfare of society and of individual members of society above the welfare of the discipline and its own members.

The Board’s policies and procedures with respect to discipline need to be transparent, fair, evenly applied and open to scrutiny. The Board appreciates being given the opportunity to discuss policy and procedure in the APNS Newsletters and welcomes feedback. The Board asks registrants, in reviewing the work of NSBEP and providing constructive criticism, to keep in mind the societal context, as stated above, in which NSBEP must work.

### THE INVESTIGATION COMMITTEE:

It is not the full Board but rather a duly appointed committee of the Board known as an Investigation Committee that reviews complaints. Each Investigation Committee has as its chair a psychologist member of the Board. (Board Members,

other than the Investigation Committee Chair, generally do not have access to complaint information. The exception to this would be when issues first come to the Boards’ attention and the Board subsequently instructs the Registrar to lay a Formal Complaint.) In addition, each Investigation Committee consists of a psychologist non-Board Member who represents the psychological community in Nova Scotia and a member of the public. Sometimes this public or “lay” position is filled by one of the Board’s two public Members.

An Investigation Committee receives all of the documentation provided by both the complainant and the psychologist who is the subject of the complaint. This is sent forward to the Investigation Committee along with a Complaint Summary Form that lists all of the documentation received by NSBEP. This document includes a summary of both the complaint issues and the psychologist’s response. If a review of the NSBEP complaint file indicates NSBEP has previously received other complaints that may have a bearing on the current issue(s), this information may also be summarized and provided to the Investigation Committee. The Registrar will usually also provide his/her general impression of the case.

Once the Investigation Committee has reviewed the information from the Registrar, they have a number of different options. In fact the Act gives them the legal power to “do all things necessary to provide a full and proper investigation”. For example, additional information may be requested from the complainant and/or the psychologist, the psychologist may be required to submit to a physical or psychological examination, produce records, participate in a practice audit or submit to a competency examination. If a psychologist does not comply with a request of the Investigation Committee, the Committee has the power by virtue of the Psychologists Act (2000) to suspend or restrict his/her registration until he/she does comply. Further, if an Investigation Committee, during the course of its investigation, determines that it may be in the public interest to suspend or restrict the registration of the psychologist, they may do so on a temporary basis. This involves convening a Suspension Hearing during which the psychologist is given an opportunity to explain his/her position before a decision is formalized.

Section 35 (11) of the Psychologists Act lists the outcomes that may be considered by an Investigation Committee. Before considering some of the Decisions that may be taken if the complaint is not dismissed, I would like to reinforce the fact NSBEP and Investigation Committee Members understand that being the subject of a complaint may be very difficult and unsettling. It is important for psychologists to know that Investigation Committees do consider mitigating

*continued on page 16*

## Reports

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### NSBEP NOTES *(continued from Page 15)*

factors. Two psychologists might both make the same mistake and yet the final outcome might be different. For example, if one is open, self-reflective and accepting of responsibility and the other maintains that he/she has not erred and rejects all feedback, the Investigation Committee is very likely to treat the cases differently.

NSBEP recommends, in obtaining consult in the wake of a complaint, that the psychologist review not only ethical standards but all practice guidelines that may apply. It is also suggested that he/she obtain clinical consult from more than one source. The focus should be on objectively finding out what is best practice rather than on planning a defense. While this may sound obvious, those complaints that tend to go forward the farthest, frequently involve cases wherein the psychologist immediately takes a defensive/offensive position rather than a self-reflective and open one.

#### *DISMISSING A COMPLAINT:*

One major difference since the changes to the discipline process subsequent to the new Psychologists Act (2000) is that the Registrar is able to dismiss a complaint only when it is clearly outside NSBEP's jurisdiction or when it is obviously frivolous or vindictive. Under current policy, the Registrar consults with one of the Investigation Committee Chairs prior to taking this action. Also, when the Registrar dismisses a complaint, the complainant must be advised that he/she has the right to appeal.

The Investigation Committee, however, has the right to dismiss a complaint; this has been the most common action.

#### *COUNSEL or CAUTION or COUNSEL and CAUTION:*

If the Investigation Committee believes that the Psychologist's services may have fallen below minimum standards, the Committee may issue a Counsel to the Psychologist, in writing. A Counsel will put the Psychologist on notice about what the Committee expects the Psychologist to do in the future to ensure that his/her services meet expected professional standards. The Counsel may be considered by the Committee, in the event of a similar complaint against the Psychologist in the future.

If the Committee is certain that the Psychologist's services have fallen below minimum standards, the Committee may issue a Caution to the Psychologist, in writing. A Caution will put the Psychologist on notice about what the Committee expects the Psychologist to do in the future to ensure that his/her services meet expected professional standards. The Caution may be considered by the Committee, in the event of a similar complaint against the Psychologist in the future.

The Investigation Committee is empowered to combine a Caution and Counsel. For example, this action may be used when the Psychologist's conduct violated more than one standard of practice.

If an Investigation Committee is considering a Counsel or a Caution or combination of both, the Psychologist Act (2000) dictates that the psychologist is given an opportunity to meet with the Investigation Committee prior to the finalization of the Decision. The psychologist may come with or without legal counsel.

Neither a Counsel nor a Caution is made public. Although the complaint information and Investigation Committee Rationale and Decision remain in the confidential complaint file maintained by the Registrar, the psychologist's NSBEP file will not contain information about the complaint and if another Regulatory Body requests information they will be told only that the psychologist is in good standing.

Most of the complainants that are not dismissed or informally resolved are decided at this level without going to the level of Reprimand. This is especially true when a psychologist is open about having erred and wanting to make changes to his/her practice.

When a psychologist exhibits limited insight with respect to a complaint issue, He/she may however have a remedial undertaking attached to the Caution. A remedial plan may also be attached to a Caution when it is felt that it is in the public best interest to make some form of remediation compulsory and yet mitigating factors make it desirable to keep the Decision at the level of Caution.

#### *REPRIMAND:*

When an Investigation Committee finds that serious professional misconduct and/or incompetence has occurred, a Reprimand is the appropriate Decision. This will be especially true in those cases where there are few mitigating factors and where the psychologist is unwilling or unable to acknowledge the need for change. Unlike the requirements involved in a Counsel/Caution, the Investigation Committee is not required by the Psychologists Act (2000) to meet with the psychologist prior to reaching a Decision. In those circumstances wherein the communication between the psychologist and the Investigation Committee has already become unproductive, the Investigation Committee may see no basis for such a meeting.

The psychologist is usually given the opportunity to consent to the Reprimand as an alternative to the Investigation Committee sending the matter to a Formal Hearing. Frequently an undertaking involving conditions or restrictions to practice is associated with the Reprimand. Restrictions may involve limiting an area of practice until after re-education has occurred. The Investigation Committee and the psychologist may enter negotiations and arrive at a modified undertaking.

*Continued on page 17*

### NSBEP NOTES *(continued from Page 16)*

If the psychologist consents to the Reprimand, he/she will be required to sign a document acknowledging the concerns and, if applicable, agreeing to the terms of an undertaking. This document will include a statement of the facts and a summary of the complaint findings. It will contain an admission that the complaint was valid and a declaration that the psychologist consents to the imposition of a Reprimand.

This document is placed on the psychologist's file. The details of the Reprimand or the details of any remediation process however are held separately in a file maintained by the Registrar. Since June of 2004, NSBEP has not published any consent to reprimand documentation. NSBEP is however required to report the Reprimand to the Association of State and Provincial Psychology Boards, ASBBP and NSBEP is required to indicate to other Regulatory Bodies, Associations and the general public, on request, that a Reprimand has been given.

If a psychologist does not consent to the Reprimand, the Investigation Committee will usually send the matter forward to a Formal Hearing Panel.

At this juncture, it is important to make a distinction regarding what information may be provided to an Investigation Committee and what information may go forward to a Formal Hearing Panel. An Investigation Committee may review all of the information in the files of the Board. On the other hand, prior to the commencement of the Formal Hearing the Panel is provided with only the Charges against the psychologist. Once the Hearing begins, the Panel will hear the evidence and review the documents put forth, by both parties, about the issues under consideration.

As such, an Investigation Committee will generally have had access to more information than the Formal Hearing Panel. For example the Formal Hearing Panel would not be given information related to settlement attempts. Such information might include things such as the details of a remediation plan put forth by NSBEP as part of a proposed settlement or the transcript of a Suspension Hearing.

#### *REMEDIAL PLANS:*

There is usually considerable room for negotiation with respect to the implementation of remedial plans. For example with respect to re-education it is recognized that post graduate course opportunities are limited in Nova Scotia, and thus re-education may involve developing a study plan with a Board approved supervisor and proceeding in this fashion. The focus is on making the remediation meaningful and effective and there are usually a number of ways to achieve such an end.

Generally, remedial plans are overseen by the Registrar. If supervision is involved it is set up in a fashion that reflects

the remediation process versus following the requirements of Candidacy Supervision and reporting is to the Registrar not the Board. The remediation file is kept separately in the Registrar's Office. Although, the process of remediation is made as user friendly as possible, if there is a failure to comply with the terms of an undertaking/remedial plan, the Registrar will refer the issue back to discipline for further action.

#### *FORMAL HEARING PANEL:*

When it has not been possible to achieve a settlement, the Investigation Committee will usually refer the matter to a Formal Hearing. This involves Formal Charges against the Psychologist. He/she will be served a Formal Notice of Hearing. A Formal Hearing Panel is struck to hear evidence and adjudicate the matter. It is important to note that even after charges have been laid and a Hearing date set, it is still possible to arrive at a settlement agreement. Negotiations between the psychologist and the Investigation Committee may continue until the Hearing actually begins.

Section 39 (6) of the Psychologists Act (2000) states:

*"In a matter over which a hearing committee has jurisdiction, the hearing committee and each member of the committee has all the powers, privileges and immunities of a commissioner appointed pursuant to the Public Inquiries Act."*

This means that the members of the Formal Hearing Panel may summon witnesses and require them to give evidence under oath or in writing. The Hearing is thus a quasi-judicial proceeding, with all of the legal rights that this implies. A Court Reporter is present to ensure oral evidence is recorded. The Psychologist is normally represented by counsel, as is NSBEP. A third lawyer may be retained to provide independent counsel to The Hearing Panel.

Often the first action of a Hearing Panel will be to consider the desirability of closing the Hearing to the public. This may include a ban on publication. Given the sensitive nature of the information we deal with in our profession, frequently Hearings are closed and publication bans put in place. Of particular concern with respect to the NSBEP mandate of protection of the public is the reality that the complainant(s) is usually a recipient of a psychological service and without some guarantee that sensitive information will be kept confidential may not feel safe in bringing forward concerns to NSBEP.

The Hearing Panel considers all of the information put before them. Both the Counsel for the psychologist and for NSBEP will call witnesses, submit documentation and cross-examine witnesses. The Hearing Panel has a right to ask questions of witnesses and has the right to request additional information if they believe it is necessary to a fair Hearing.

*Continued on page 18*

# Acknowledgements

## Congratulations to Dr. Jeannette McGlone

Dr. Jeannette McGlone, Associate professor in the Department of Psychology and recently retired from the Psychology Department of the QEII Heath Sciences Centre received the Canadian Council of Professional Psychology Programs 2008 Award for Excellence in Clinical Training

The award was presented to her at the CPA Convention, Annual General Meeting on Wed, June 11th.

The Award Committee stated that Dr. McGlone's efforts -- as described by students and colleagues who sent letters of support -- embody the spirit of excellence intended by this award.



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## NSBEP NOTES (continued from Page 17)

After the relevant information has been presented, both lawyers will make a final submission on behalf of their client. The Hearing then adjourns and the Hearing Panel deliberates. When a conclusion is reached, the Chair will write a Decision that provides the rationale for the conclusion. If the Hearing has been closed, the Chair, on behalf of the Formal Hearing Panel, will ensure that the names of complainants are not contained in the formal Decision. If the psychologist is found guilty of some or all of the Charges against him/her, the Hearing will recommence for a consideration of Sanctions. This may involve a number of different things such as costs, specifications for remediation or removal from the Register of Psychologists.

The Board is required by the Psychologists Act (2000),

subject to the terms of any publication ban, to publish the Decision or the summary of a Decision of a Hearing Panel in the Annual Report. The Board has no discretion in this. The Board must also place a notice, in such publications as it deems necessary to inform the public when a psychologist's registration is revoked or suspended or when conditions, limitations or restrictions are placed on his/her registration.

### CONCLUSION:

There is much more that might be said in terms of fully explaining the complaint process. Given the detail involved in the complaint process, this summary may have raised questions as well as answering them. It is a complex topic. I would like to conclude by noting that I would be pleased to provide more information on request and that on behalf of the Board I invite further questions and discussion.

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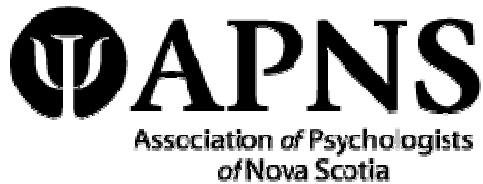
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## Committees & Representatives

Please contact the chair or APNS office for further information or to communicate changes to the list of committees & representatives.

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 Past President: Bob Milks  
 President Elect: Robin McGee  
 Secretary : Joann Doran  
 Treasurer - Laurie Tracey  
 Member at Large: Dean Perry  
 Student Representative: Melissa McGonnell

### OFFICE MANAGER

Susan Marsh

### REPRESENTATIVES

**Canadian Register of Health Service Providers in Psychology (CRHSPP) Rep:** Maureen Gorman

**Council of Provincial Associations in Psychology (CPAP) Rep:** Maureen Gorman

**Business of Practice Network:** Arla Day

**Federal Advocacy Coordinator:** David Pilon

### Public Education Campaign Coordinator:

Dean Perry

**APA Council of Representatives:** Patrick O'Neill

**Archivist:** Maria Angelopoulos

### Regional Reps:

Cliff Seruntine, Antigonish  
 Eileen Donahoe, Kentville  
 Julie MacDonald, Sydney  
 Richard Krane, HRM

**Contact the APNS Office for more info on how to contact your regional rep.**

### COMMITTEES

#### Advocacy:

David Pilon (Chair)  
 Joanne Gusella  
 Murray Schwartz  
 Eileen Donahoe

#### Continuing Education:

Carolyn Humphreys (Chair)  
 Diane Birch  
 Eileen Donahoe  
 Christine Ellsworth  
 Heather Higgins

### Elections:

Victor Day (Chair)  
 David Mensink  
 Bob Milks  
 Louise Stringer-Warren

### Membership:

Wendy Digout

### Publications:

T.B.A.

### Post Trauma Services:

Andrea Cook (Chair)  
 Pamela Dixon  
 Charles Hayes  
 Janice Howes (Disaster Response Co-ordinator)

### Interest Groups:

Child/Adolescent Clinical / Educational Issues  
 Ethical Issues  
 Pain Management  
 Rural Issues  
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