



Chronicle

College of Psychologists of British Columbia

NEWS AND INFORMATION FROM THE COLLEGE OF PSYCHOLOGISTS

Double Issue 2021

Letter from the Chair of the Board

Dear Colleagues,

It is my pleasure to begin these remarks by thanking all CPBC registrants for their efforts to continue to provide safe and effective psychological services in the face of the ongoing challenges of the pandemic. It is clear that the negative mental health impacts of the pandemic and the dramatic economic and social measures required to protect us in these times are significant, and psychologists will continue to have an important role in addressing unintended consequences and other sequelae in the months and years to come. The College has endeavored to support registrants' competence in meeting these challenges with workshops, frequent email distribution of COVID-19 updates, and individual consultations through the Practice Support Service.

This fall, as the nature of the risks of transmission have been addressed through established protocols, the CPBC office has re-opened to the public and is providing full services, following strict steps to prevent infections. The information available from current research suggests that those who received a full dose of the vaccine were 63% to 95% less likely to become

sick with COVID-19 and were almost completely protected against severe illness (hospitalization and death). As communicated by the Provincial Health Office, individual immunization helps protect others as well, including those who are unable to get the vaccine.

I am writing this a few days after the first National Day for Truth and Reconciliation, and like many of you I took the time on that day to consider my role in acknowledging and addressing the harms inflicted upon Indigenous Peoples now and throughout Canada's colonial history. I was proud that the College Board earlier this year published An Apology to Indigenous Peoples and a Pledge to Be Anti-Racist, with an apology to Indigenous Peoples (First Nations, Métis and Inuit) and communities who have experienced racism.

In April the College provided free of charge to registrants a workshop entitled "Cultural Safety and Humility – It Starts With Me". Led by an Indigenous expert, the workshop covered Cultural Safety concepts and the history of colonization, and concluded with a call to action on how registrants could put Cultural Safety

into practice. More than 25% of CPBC registrants participated. It was gratifying to not only participate in that session myself, but to hear from colleagues how rewarding the work was, and how the learnings will be applicable in their work going forward. It was equally gratifying to be able to build on that success and work with psychology regulators in other provinces to sponsor a similar workshop for psychologists across Canada.

The College is also working at the national level to respond to the increase in requests to provide virtual psychological services across jurisdictional boundaries. This trend was occurring prior to the pandemic, but increased significantly in the past year and a half. Early on, CPBC worked quickly with other provincial regulators to establish a means to allow for approval of registered psychologists providing services across provincial boundaries for clients unable to return to their homes or campuses during the

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COLLEGE BOARD

- Rishi Bhalla, Ph.D., R.Psych.
- Catherine Costigan, Ph.D., R.Psych.
- Lindsey Jack, Ph.D., R.Psych.
- Sandra James, Public Member
- Marlene Moretti, Ph.D., R.Psych.
- Marina Navin, Public Member
- Lisa Seed, Public Member
- Ingrid Sochting, Ph.D., R.Psych.
- Charles T. Wormeli, Ed.D., R.Psych.

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pandemic, ensuring continuity of care. The College is continuing its work at the national level to determine how best to protect the public and ensure safe and effective services as these modes of service delivery become more prevalent in a post-pandemic world.

You will find important information in this issue of the Chronicle, including information about registration renewal, information about the new CCP requirements for 2022 and adjustments for Category A, an overview of the resources available on the website which will be of interest to those looking for content to help meet their continuing competency requirements, and guidance from Practice Support on maintenance of professional boundaries. Registrants will also find information about the 2020 AGM which was again this year postponed from the usual May date. A listing of the many new registrants who have registered in the past 12 months is also provided. A heartfelt welcome to these new registrants and best wishes for a rewarding career as psychologists here in British Columbia.

This issue of the Chronicle also includes a call for nominations for two positions for registrants opening up on the Board. The nomination form is included as part of this document. Please

read carefully to ensure your eligibility for nomination. With the government's emphasis on a competency-based approach to board appointments, we encourage those registrants with experience on our committees and on the Board to consider putting their names forward for the upcoming election.

I take this opportunity to thank Ted Wormeli for his 6 years of service on the Board. There are no words to fully express our appreciation for his generosity of time and wisdom. I also wish to thank the Board and College staff for their support this past year in my role as Chair of the Board as my own term comes to an end. It has been my honour to serve in the role of Chair during my final year of service as a Board member. I benefitted from the many engagements I had with registrants during that time and thank the many of you who are continuing to make a contribution to the work of the College through your involvement in various committees and the Board.

Sincerely,
Cathy Costigan, Ph.D., R.Psych.

PROFESSIONAL EXECUTOR

As per *Code of Conduct* Standard 14.6, making contingency provisions for practice records is a requirement of all registrants. When someone is called upon to act as a professional executor, they are expected to take over the care and management of files that someone else has created, and to be responsible for their secure storage and accessibility in the same way as they are responsible for files they have created themselves.

As more professional executors have found themselves called upon to provide the services to which they have agreed for indisposed or deceased colleagues, it has become apparent that careful thought on the parts of both the designating registrant and the professional executor is required to facilitate a smooth transition of record management for all concerned.

As registration renewal approaches the College strongly recommends that all registrants consult with their professional executor to review this requirement and the information necessary to fulfill their role.



RENEWAL 2022

The renewal process will start mid-November. Please ensure that the College has your current email on file as all renewal information and correspondence will be sent electronically. Detailed instructions and FAQs on how to log into the registrant portal, complete the online form and submit payment will be sent via email. This information will also be posted on the College website. Please take the time to review these materials to avoid errors and delays.

In order for your renewal to be complete, both form and payment must be received at the College by December 31, 2021. Registrants are encouraged to use electronic payment to pay their renewal fees. This ensures that your payment will not be impacted by seasonal or other delays in mail delivery. Credit cards are not accepted. Be sure to contact your professional executor to confirm their agreement to serve in this role before you renew. See the article in this edition of the Chronicle for more information regarding this requirement. We invite you to contact the College if you have questions by going to <https://collegeofpsychologists.bc.ca/contact/>.

The renewal period is a very busy time for the College and your patience is appreciated. As in previous years, the College will have dedicated times and days throughout renewal to receive your phone call should you have questions or require assistance. These details will be included in the renewal information email which you will receive next month.

Shona Adams
Registered Psychologist

Devon Rose Andersen
Registered Psychologist

Sarah Lynn Anderson
Registered Psychologist

Karendeep Aujla
Registered Psychologist

Matthew Douglas Bailly
Registered Psychologist

Krista Ann Boski
Registered Psychologist

Sharon H. Blott
Registered Psychologist

(Margaret) Erin Peters Browne
Registered Psychologist

Bianca Roseina Bucarelli
Registered Psychologist

Julia Burbidge
Registered Psychologist

Avital Sarit Burstein (Ogniewicz)
Registered Psychologist

Caroline Buzanko
Registered Psychologist

Carolyn Jean Charest
Registered Psychologist

Sara Colalillo
Registered Psychologist

Derick Glen Adam Cyr
Registered Psychologist

Eleanor Donegan
Registered Psychologist

Daniele Dawn Doucet
Registered Psychologist

Hester Dunlap
Registered Psychologist

Silvia Meneses Eleftheriou
Registered Psychologist

Jesse Elterman
Registered Psychologist

Angelika Monika Emery
Registered Psychologist

JoAnne Elizabeth Epping-Jordan
Registered Psychologist

Sana Gaitonde
Registered Psychologist

Zarina Alexandra Giannone
Registered Psychologist

Elise Ginsburg-Stevens
Registered Psychologist

Lisa Haijing Gou
Registered Psychologist

Duncan Gordon Sarkissian Greig
Registered Psychologist

Vanessa Hazell
Registered Psychologist

Constance Tamara Heidt
Registered Psychologist

Amber Hills
Registered Psychologist

Brent Thomas Hogarth
Registered Psychologist

Robert Reid Holloway
Registered Psychologist

Ellen Ivity
Registered Psychologist

David Andrew Jackson
Registered Psychologist

Stephan Kappler
Registered Psychologist

Jean Keates
Registered Psychologist

Amy Melissa Knodel-Moser
Registered Psychologist

Brianne K. Layden
Registered Psychologist

Marina Le
Registered Psychologist

Brenda Lee
Registered Psychologist

Dayna Lee-Baggley
Registered Psychologist

Ronald Ma
Registered Psychologist

Erin Magee
Registered Psychologist

Cynthia Norris Maguire
Registered Psychologist

Hillary Lianna McBride
Registered Psychologist

Rosalind Monteith
Registered Psychologist

Erin Kimberley Mullings
Registered Psychologist

Rachael Lorraine Neal
Registered Psychologist

Janine Nelson
Registered Psychologist

Taravat Ostovar
Registered Psychologist

Sarah Colleen Patrick
Registered Psychologist

Terra I. Pritchard
Registered Psychologist

Rachelle Rose Ferera Pullmer
Registered Psychologist

Maria Catherine Pungur-Farrell
Registered Psychologist

Lionel Joseph Quesnel
Registered Psychologist

Meredith Kathleen Reynolds
Registered Psychologist

Nicole Reynolds
Registered Psychologist

Audra Lee Roemer
Registered Psychologist

Samuel Peter Rumak
Registered Psychologist

Jasper (Jessie) Sandhu
Registered Psychologist

Megan Leona Sawatsky
Registered Psychologist

Brooke Seal
Registered Psychologist

Gurpreet Kaur Singh
Registered Psychologist

Sabrina Noelle Skar
Registered Psychologist

Andrea Marie Stelnicki
Registered Psychologist

Ketan Tailor
Registered Psychologist

Marlene Taube-Schiff
Registered Psychologist

Katharine Anne Thomson
Registered Psychologist

Michelle Tkachuk
Registered Psychologist

John Toma
Registered Psychologist

Seth Ubogy
Registered Psychologist

Katherine Vink
Registered Psychologist

Hope A. Walker
Registered Psychologist

Patrick Welch
Registered Psychologist

Lenka Zdrzilova
Registered Psychologist

The College's online directory is the most up to date resource for information regarding registration status, date of initial registration, highest degree as well as other information about our registrants. If you require official confirmation of your own or another registrant's status on the register, please contact the College in writing.

IN MEMORIAM

The College was made aware of the deaths of the following registrants:

Garry Flint (#1203)
(former registrant)

Victor Colotla (#1017)
(registrant)

Robert Edmund Smith (#1622)
(registrant)

AGM ANNOUNCEMENT

College of Psychologists of British Columbia

Annual General Meeting & Information Meeting
Tuesday, November 9, 2021 5:00pm – 7:00pm

**Location:
Via Zoom Webinar Platform**

Registrants will be able to view the AGM via webinar and submit questions via the Q&A function in the Zoom webinar platform. Board and Committee reports will be presented, as per the Bylaws.

We recommend reviewing the College's Annual Report prior to the start of the AGM.

The Annual Report will serve as the agenda for the meeting.



RSVP

Please RSVP your attendance by November 5, 2021:

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

Fax: (604) 736-6133; or

Email: rsvp@collegeofpsychologists.bc.ca

Webinar details will be provided closer to the date of the AGM to those Registrants who RSVP.

QUALITY ASSURANCE PROGRAM UPDATES

Adjustments to Category A

In recognition that conferences and other in-person learning events were cancelled and/or moved to an online format due to the pandemic, the Quality Assurance Committee made accommodations to Category A: Direct Participatory, Formal Programs of the Continuing Competency Program Requirements. Previously, only CPA/APA approved online courses and workshops were permitted to be claimed in Category A. The accommodations made for the 2020 and 2021 practice years allow for other online learning opportunities that meet the modal activities and typical characteristics outlined in the policy to be claimed for Category A.

We wish to advise registrants that the QAC has decided to adopt these adjustments as part of the formal policy on a go forward basis. See below:

CATEGORY

A. Direct Participatory, Formal Programs 12 hours required

FORMAL DESCRIPTION

Intent: For registrants to learn new information regarding the practice of psychology.

Modal Activities: Annual and special meetings of the College, annual meetings of professional associations of psychology, or learning opportunities such as conferences, courses, and workshops that are sponsored by learning institutes. Typical characteristics include: the event is planned in advance; speakers have professional credentials in mental health, health, or industrial/organizational behaviour; printed documentation is provided; a registration fee is typically charged.

Documentation: Log sheet details outlining sponsors, full names of conferences, workshops, and courses, and the dates and duration of attendance. Additional documentation is to be submitted to the Quality Assurance Committee on request.

QAC POLICY

1. In person conferences, courses and workshops are considered direct participatory formal programs.
2. Sponsors and the full names of conferences, courses, and workshops must be identified on the log sheet.
3. CPA/APA approved online courses and workshops can be claimed in Category A.
4. Online presentations, workshops, or courses that have been sponsored, developed and/or endorsed by the College may be claimed for Category A.
5. Other online learning opportunities that meet the modal activities and typical characteristics outlined in the policy may be claimed for Category A.
6. The activity must be within the framework of the definition of psychology as provided in the Psychologists Regulation.
7. Presentations, courses, or workshops provided by the registrant, where the intent is to provide information or guidance to others, cannot be used by the registrant to fulfill the requirements of Category A.
8. Hours documented need to reflect the actual time spent attending educational activities.
9. Up to 12 hours in Category A may be banked and applied to the year immediately following. Hours cannot be carried over beyond the next year. Hours eligible for banking are those that have been accumulated in excess of the 12 hours required for the program in Category A. Registrants are responsible for tracking any banked hours.

Indigenous Cultural Safety

The Quality Assurance Committee (QAC) has taken note of the rising awareness of the impact of B.C.'s colonial history on Indigenous Peoples. The reports released by Dr. Mary Ellen Turpel-Lafond between November 30, 2020 and February 4, 2021 entitled *In Plain Sight* provide the results of an independent investigation into Indigenous-specific discrimination in B.C. health care, and chronicle various examples of racism and discrimination experienced by Indigenous individuals in this province. The College acknowledges the serious issues raised by these findings. In the context of the College's ongoing expectation of registrant competence in the area of Indigenous cultural safety and humility and the College's efforts in the last few years to provide opportunities for registrants to enhance their knowledge in this area, the QAC is also implementing a new Category F: Indigenous Cultural Safety, to take effect for 2022.

The new Category F requirements are intended to ensure that registrants formally consider and act upon ways to enhance their awareness and understanding of Indigenous cultural safety and humility issues, in order to ensure their services are consistent with the principles and practices of cultural safety and humility and trauma informed care.

As noted, this Continuing Competency Program requirement comes into effect for the 2022 year. Feedback related to this and any other policies is invited. Feedback should be sent via email to: feedback@collegeofpsychologists.bc.ca.

CATEGORY

F. Indigenous Cultural Safety 5 hours required

FORMAL DESCRIPTION

Intent: For registrants to ensure that they are engaging in regular consideration of Indigenous Cultural Safety and Humility issues, and to document this by identifying which activities from Sections A, B, C, and/or D focus on culturally safe practice in psychology.

Modal Activity: Participation in College or other workshops on Indigenous issues, taking the San'yas Indigenous Cultural Safety training, reviewing the Truth and Reconciliation Report and Turpel-Lafond's In Plain Sight reports, reviewing the College's Indigenous Cultural Safety checklist with specific consideration of one's practice, Independent reading, consultation with peers regarding relevant clinical issues.

Documentation: Log sheet details clearly indicating which activities are being included in Category F, including relevant information pertaining to topics, participants, dates, and any other information that will assist the QAC in determining acceptability of the activity for purposes of Category F.

Annual Practice Review and Quiz

As announced in the October 2019 edition of the Chronicle and piloted for over a year beginning in February 2020, the Quality Assurance Committee has proposed and the College Board has now approved new additions to the Continuing Competency Program (CCP): an Annual Practice Review and Practice Quiz. The Annual Practice Review questionnaire asks registrants to reflect on their own known risks to competence as well as known protective and supportive factors that have been identified in the emerging scientific literature. The Practice Quiz focusses on topics such as changes to legislation that affect practice, emerging areas of clinical practice and other aspect of practice that have resulted in either complaints to the College or contact with Practice Support. These program additions are intended to be educational for registrants and will also inform development of additional College practice support resources and continuing professional development needs of psychologists.

We wish to thank those registrants who participated in the pilot phase and offered constructive feedback for the QAC to consider. These Continuing Competency Program requirements come into effect for the 2022 year. Feedback related to this and any other policies is invited. Feedback should be sent via email to: feedback@collegeofpsychologists.bc.ca.

Frequently Asked Questions (FAQ)s

1. Am I required to complete the Annual Practice Review and Practice Quiz?

Yes. This is a requirement for all registrants starting in 2022.

2. Why is the College adding these requirements to the CCP?

Continuing education (or "competence maintenance") is recognized as an ongoing process necessary to maintain and/or enhance competence, but it is no longer considered sufficient as a single quality assurance measure. Government expects regulators to move beyond reliance on continuing education (CE) requirements and to shift to programming that incorporates competency-based assessment.

3. How did the College select the questions for the Annual Practice Review?

The Annual Practice Review was developed based on the empirical literature on risks and supports to competence and a review of other health professions' programs, specifically those of the Physical Therapists and Occupational Therapists of BC and Ontario, that currently use practice reviews as part of their quality assurance programming.

4. Some of the Annual Practice Review questions do not seem relevant. Why are you asking about ____? Why aren't you asking about ____?

The questions are informed by the empirical literature regarding risks and supports to competence, such as international education, identifying as male, age, regulatory action, practice environment (e.g. solo versus group practice), and based on those used by other regulators. If there is an item you have questions about or wish to offer feedback on, we welcome this and there will be a space to provide comments as you complete the practice review and quiz. You can also provide comments via feedback@collegeofpsychologists.bc.ca.

5. How did the College select the questions for the Practice Quiz?

The quiz focusses on topics such as changes to legislation that affect practice, emerging areas of clinical practice, and other aspect of practice that have resulted in either complaints to the College or contact with Practice Support.

6. Are my questionnaire and quiz responses anonymous?

Yes. Data will be de-identified and will only be analyzed and reported on in the aggregate. Attestation that the questionnaire and quiz have been completed will be required at renewal. The College will track, by registration number, which psychologists have completed the questionnaire and quiz requirement so that compliance may be verified should a registrant be selected for the CCP audit. Only whether someone has completed the annual questionnaire and quiz will be checked if a registrant is audited, not their individual questionnaire or quiz responses.

7. How will the data be used?

The data will be used to identify continuing professional development needs of psychologists and to inform development of additional College Practice Support resources. These additions to the CCP are also intended to educate registrants and support good practice.

8. What is the Practice Quiz format? How many questions are there?

The quiz is multiple choice and 5 items in length. Registrants will be asked to select one out of four or five possible answers. After a selection is made and submitted, the registrant will be informed of the correct answer and provided with the rationale. Practice resources relating to the particular topic of the item will also be provided, to enhance self-study.

New items will be developed based on registrant feedback and other topics the College deems relevant.

9. If I fail to answer an item(s) on the Practice Quiz correctly, will there be consequences?

No. Quiz data is collected in order to inform the College about our registrant base as a whole, not individuals. We do expect that registrants will individually benefit from getting feedback on what the correct response is and why, and that they will follow up with self-study where the results suggest this would be beneficial.

10. Can I complete the Annual Practice Review and Practice Quiz with one or more other psychologists?

Yes. The College encourages registrants to use this opportunity as a way to reflect on and discuss the items in the practice review and quiz with their registrant colleagues.

CATEGORY

G. Annual Practice Review Questionnaire and Practice Quiz Completion of online questionnaire and quiz once per year.

FORMAL DESCRIPTION

Intent: For registrants to reflect on their own known risks to competence as well as known protective and supportive factors that have been identified in the emerging scientific literature. For registrants to think through topics such as changes to legislation that affect practice, emerging areas of clinical practice, and other aspects of practice that have resulted in either complaints to the College or contact with Practice Support.

The questionnaire and quiz are intended to be educational for registrants and will also inform development of additional College practice support resources and continuing professional development needs of psychologists.

Documentation: Attestation that the questionnaire and quiz have been completed will be required at renewal. The College will track, by registration number, which psychologists have completed the questionnaire and quiz requirement so that compliance may be verified should a registrant be selected for the CCP audit.

Establishing, Maintaining, and Monitoring Professional Boundaries

Whether a registrant is offering assessment, therapeutic, or consulting services, the service is predicated upon skillful interpersonal functioning. Appropriately caring for oneself is imperative for optimal professional performance, and for skillfully managing the potential continuum of client-related issues that can arise in one's practice. Attentiveness to one's role and the clear delineation and maintenance of boundaries are a significant component of registrants' professional services, regardless of the specific nature of the services being offered. This article considers a range of questions of potential utility in considering one's establishment and maintenance of professional boundaries.

Do you have a clear and comprehensive practice for obtaining appropriate informed consent (and appropriate informed assent whenever applicable) from each relevant party to your service, and for establishing clear parameters for your services and your role?

Various standards in the *Code of Conduct* (the "Code") set out clear expectations regarding the basic elements of informed consent and assent and the requirement that registrants establish the parameters of the service to be delivered, including potential risks and alternatives, and limits to confidentiality. Careful attention to establishing a clear agreement with the client(s) regarding the nature of, and limits to, the service to be delivered, limits to confidentiality, and the role and professional responsibilities of the registrant, are a key step in establishing one's professional boundaries. (See Code **Section 4.0**, including but not limited to **Standards 4.1, 4.2, 4.3, 4.6, and 4.9**, and **Standards 5.2, 5.9, 5.13, 6.1, 6.3, 6.4, 6.9 and 8.1**.)

Are you taking all appropriate steps to ensure that information you receive in the course of your services remains confidential, while also seeking professional consultation as needed?

Confidentiality is a key feature of registrant services, and the Code has clear requirements for maintaining confidentiality except in specific circumstances. While maintaining confidentiality and only disclosing information as appropriate are critical components of maintaining professional boundaries, it is also important to be able to discuss emergent clinical, ethical, personal, and legal issues that may have an impact on the professional service being delivered when the need arises. The Continuing Competency Program requirements include a peer consultation component in which clinical and ethical issues may be discussed with appropriately knowledgeable colleagues, as well as a self-assessment/self-care component to address personal issues, and the Practice Support Service exists to provide an opportunity to consult regarding ethical issues. The Code requires registrants to attend to self-care matters to ensure competent practice, and anticipates there may be times that registrants need to seek legal advice regarding their disclosure rights or obligations. (See Code **Standards 3.27, 3.28, 3.29, 6.2, 6.7, 6.8, 6.13, 7.17, and 18.1**.)

Are you contemplating a client request that would involve you doing something that is outside of your normal practice? Are you contemplating or already doing something with a client that is outside your normal range of professional behaviour?

Although circumstances may arise in which it is appropriate to alter one's regular professional practice, a client request or registrant inclination to do so generally signals an important time to pause and consider the implications for one's professional boundaries, seek clinical consultation, review the Code with the issue in the forefront of one's thoughts, self-reflect, and carefully consider the potential impact and ramifications of the contemplated action. The Code requires registrants consistently to act in accordance with client welfare. (See **Code Standards 5.1 and 5.26**.)

Are your fees reasonable? Do you engage in bartering arrangements in your practice? Have you accepted anything from a client aside from your agreed upon fee? If so, was what you accepted of more than token value?

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Agreements related to monetary compensation for services are another element of establishing a professional relationship and boundary. The Code is unambiguous in requiring that fees must be set reasonably and collected with consideration for client welfare, that registrants must not accept a gift of more than token value from a client, and that bartering is only permissible when it is not clinically contraindicated or exploitive. (See Code **Standards 5.6, 12.1, 12.2, 12.3, 12.4, 12.13, and 12.14.**)

Have you used, or are you considering using, any information you have obtained from a client for anything other than client benefit? Have you used, or are you considering using, any information you have acquired during the course of your professional services to try to obtain a material benefit or advantage of any kind?

As noted, registrant agreements with clients that they will provide an agreed upon service for an agreed upon fee are part of the establishment of roles and responsibilities that contribute to professional boundaries. The Code prohibits benefitting in any other way from information obtained from a client, whether or not the client is aware of the registrant action and/or benefit. (See Code **Standards 5.4 and 5.5.**)

Are you having unusually strong negative or positive feelings about a client?

Services provided to clients are by their nature interpersonal events, and thus have the potential to lead both participants in the professional relationship to experience associated emotions. As noted above, the registrant is responsible for protecting and acting in accordance with the client's welfare in the professional relationship. This responsibility includes the requirements that registrants maintain self-awareness and can appropriately process interpersonal events to protect the best interests of the client, that they seek professional consultation or assistance as needed, and that they terminate services and offer referral assistance when their own problems or issues prevent them from fulfilling obligations or could cause harm to anyone with whom they have a professional relationship. Registrants are responsible for monitoring and understanding their reactions to clients, for seeking consultation or assistance as needed to ensure their continuing ethical conduct, and to make decisions with client welfare as the primary guiding consideration. Registrants also have the right to protect themselves in their professional activities, and the Code includes reference to a registrant's right to terminate services if they are threatened or otherwise endangered by a client or someone associated with a client. (See Code **Standards 3.6, 3.27, 3.28, 3.29, 5.1, 5.19, 5.20, 5.26, and 5.33.**)

Are you feeling pulled to diverge from a purely professional relationship with a client?

While in very small communities it may be extremely difficult to avoid incidental contact with clients, the responsibility is on registrants to avoid dual relationships wherever possible and to manage them to protect client welfare when such situations are unavoidable. In a small community or other situation where such contact might be more likely, addressing how contact will be managed as part of the informed consent process may assist in establishing and clarifying the professional boundary. Registrant emotions or needs are never a sufficient basis for engaging in a dual role or shifting from a professional to a personal relationship of any kind. The Code prohibits registrants from ever entering into a sexual or romantic relationship with anyone over whom they have had authority, with any client or former client, or with someone close to a client or former client. Additionally, registrants are enjoined from accepting any former sexual or romantic partner as a client. (See Code **Standards 5.10, 5.12, 5.16, 5.28 and 8.3.**)

Would you have any discomfort if a professional peer was scrutinizing any of your professional activities as part of a consultation group or a College matter?

If you find yourself in any way uncomfortable with the idea of your professional activities being transparent to professional peers, this is a significant indicator that you may need to review your scope of competence and/or your professional boundaries, including potentially reflecting on whether your attention to self-care has been adequate and on whether you need to seek clinical consultation and/or professional assistance.

AVAILABLE ONLINE WORKSHOPS AND PRESENTATIONS

A reminder to registrants that several resources are available and free to all registrants, through the registrant portal, including workshops and presentations on important topics. As we enter into the fall, registrants who are considering how to complete their CCP requirements prior to renewal are encouraged to include these workshops and presentations in their plans.

THE SELF-CARE NECESSITY

In the fall of 2020, the College sponsored two workshops entitled *The Self-Care Necessity: Understanding and Application*. Working as a psychologist can at times be challenging, demanding, and stressful. With some clients, it can even be traumatizing to the clinician. The strains and uncertainties of the current pandemic have added their own unique pressures. Self-care and the prevention of burnout are essential for every psychologist.



Part I of this workshop series looks at what self-care is and why it matters, addressing the integral connection to ethical and regulatory obligations, competence, and clinical effectiveness. Risks for both psychologists and their clients when clinician self-care is not effectively addressed are reviewed, as well as the concepts and research on distress, burnout, and vicarious traumatization. Part II of this series reviews the ethical obligation to tend to self-care, and presents ways to assess our own individual self-care needs and effectiveness, as well as specific strategies for the effective practice of self-care. Important issues such as personal and professional challenges, vulnerabilities, and blind spots that can limit our ability to effectively implement an ongoing self-care plan are addressed.

INDIGENOUS CULTURAL SAFETY

A reminder that The Quality Assurance Committee amended the Continuing Competency Program (CCP) policy in 2017 to allow for the San'yas Indigenous Cultural Safety Training Course (located at <https://sanyas.ca>) to be claimed for credit in Category A (Direct Participatory, Formal Programs). Many registrants have participated in the course and have reported their experience of the program to be very informative and thought provoking.

Also, a recording of the College's half-day workshop on the topic of Indigenous Cultural Safety is available for viewing online. It is also free of charge and accessible to all registrants through the registrant portal. Learning objectives for the workshop include increased knowledge and understanding of: social determinants of the health of Indigenous Peoples, anti-Indigenous racism in health care, ways in which racism in health care can be addressed, the therapeutic alliance and key themes present in Indigenous-settler relations, and destructive relational patterns and ways to protect the integrity of the therapeutic relationship with Indigenous clients.

OTHER ONLINE WORKSHOPS AND PRESENTATIONS

Two workshops offered early in the pandemic, the "Professional Practice in Disaster Response" and "Skills for Psychological Recovery" were both well received by participating registrants. Other continuing competency presentations remain available online as well, including the recent presentations, "Integrated Primary Care: Psychologists can be pivotal in addressing our current physical and mental health crisis in Canada", "Typical Aging – Is It Working For You?" and "Cultural Competency In Professional Practice". The workshop, "Lessons from the Past and Prepping for the New Reality" includes the accumulated wisdom of the Inquiry Committee and the translation of that wisdom into practice, including lessons learned from complaints and top tips for best practices and understanding the College's obligation to investigate complaints. Collaborative care and expectations for registrants to engage routinely and productively with other health professionals is also highlighted as part of this workshop. Completion of this workshop, including the required readings and successful completion of the post workshop quiz, will meet regular continuing competency requirements for 2021 or can be banked for next year. NOTE: The workshop can be taken more than once if a registrant wishes to refresh their learning, but can only be used once for a full year of credit.



NOTICE OF ELECTION AND CALL FOR NOMINATIONS FOR COLLEGE BOARD

Nominations are invited for election to the College Board. Please provide your name and registration number and insert your nominee's name and registration number with their signature consenting to stand for election on this form. Return deadline is **November 17, 2021**. The *Bylaws* which govern election to the College are listed on the next page. Please review these carefully to ensure both the nominator and nominee meet the eligibility requirements.

Eligible registrants are encouraged to become involved in the College by serving on the Board. Registrants who have served on College Committees or have other significant relevant experience are especially encouraged to run for election to the Board. The Board meets typically for a half day meeting (held on Fridays) every other month. As College Committees are chaired by Board members, potential candidates should expect a time commitment of 1 ½ days per month on average. Most Committees meet on a monthly basis. Additional time is required to read materials for Board and Committee meetings.

In addition to the formal requirements, the College promotes excellence in governance and encourages the nominations of registrants to the Board who have demonstrated commitment to the College through public service including past service on Committees or as a regulatory supervisor or oral examiner. The knowledge and experience of registrants who have worked with the College enhances the effectiveness of the Board. The College also recognizes that a diversity of professional skills, experience, and approaches is key to successful Board performance, and encourages nominations of registrants who reflect the cultural and geographical makeup and diversity of the psychology profession.

Board Election Dates – This Official Notice of Election has been distributed to all registrants by email. This Official Notice includes information about the nomination procedure, election procedure, and nomination forms. All nomination forms must be received by the College by 4:30pm on **November 17, 2021**. Nominated candidates that are deemed eligible will be contacted to provide a brief biography respecting their activities on behalf of the profession. Eligible registrants will receive on or before **December 4, 2021** the election materials consisting of ballot, biographies, and notice of the time and date by which ballots must be received by the College.

Oath of Office – *The Health Professions Act* places an obligation on all Board members to swear an Oath of Office. The text of the oath is found here: http://www.bclaws.ca/civix/document/id/lc/statreg/275_2008#Schedule1

Candidate Nomination Form Bylaw Requirement – **By Order of the Minister of Health, the College *Bylaws* were amended and brought into force as of November 27, 2017. The *Bylaws* outline a nomination policy that requires candidates for nomination complete a [Candidate Questionnaire](#) and a [Conflict of Interest Disclosure Statement](#). The Registrar must make a candidate questionnaire provided by a candidate under subsection (5)(c) available for inspection by any registered psychologist registrant at all reasonable times during regular business hours, from the time the registrar declares that person a candidate for election under subsection (6) until the time and date specified in the notice under subsection (8)(c) for the purpose of assisting them in assessing the candidacy against the skills and experience that is expected of board members so that they may cast informed votes in the election. These two forms can be found in the *Bylaw* Schedule section of the College website and should be submitted along with the nomination form below.**

Eligibility – Only a registered psychologist registrant in good standing is eligible to vote or be elected in an election under section 17(3)(a) of the *Health Professions Act*. As defined in the *College Bylaws*, "in good standing" means, in respect of a registrant, that the registration of the registrant is not suspended under the *Act*, and there are no limits or conditions imposed on the registrant's practice of psychology under section 20(2.1) or (3), 32.2, 32.3, 33, 35, 36, 37.1, 38, 39, 39.1 of the *Act*.

NOMINATION FORM

A registered psychologist registrant may nominate up to 2 registered psychologist registrants.

My signature below confirms that I have read all of the information on the 'Notice of Election and Call for Nominations for College Board Form'

Name of Nominator _____ Registration No. _____

Signature of Nominator _____

Name of Nominee	Registration Number	Nominee's Signature

COLLEGE OF PSYCHOLOGISTS OF BRITISH COLUMBIA – EXCERPT OF ELECTION BYLAWS

3. Election procedure

- (1) The registrar must supervise and administer all board elections and, subject to these bylaws and any board policies not inconsistent with these bylaws, may establish procedures for that purpose.
- (1.1) Subject to subsection (1.2), only a registered psychologist registrant in good standing is eligible to vote or be elected in an election under section 17(3)(a) of the Act.
- (1.2) A registered psychologist registrant is ineligible to be elected in an election under section 17(3)(a) of the Act if, at any time during the five-year period preceding the deadline for nominations for the vacant position, limits or conditions were imposed on the registrant's practice of psychology or the registration of the registrant was suspended or cancelled under section 32.2, 33, 35, 36, 37.1, 38, 39 or 39.1 of the Act, unless otherwise directed by the inquiry committee or discipline committee, as the case may be.
- (2) The registrar must notify every registered psychologist registrant of a board election by giving written notice at least 60 days before the term of office of a board member expires.
- (3) The notice under subsection (2) must contain information about the nomination procedure and the election procedure, including nomination papers.
- (4) A registered psychologist registrant in good standing may nominate not more than two registered psychologist registrants for each vacant position on the board.
- (5) A registrant making a nomination must deliver the following to the registrar at the offices of the College not later than 45 days before the term of office of a board member expires:
 - (a) the nomination papers;
 - (b) the written consent of the person nominated;
 - (c) a candidate questionnaire completed by the person nominated, in the form established in Schedule A;
 - (d) a conflict of interest disclosure statement completed by the person nominated, in the form established in Schedule A.1.
- (6) If the registrar is satisfied that a person nominated under subsection (5)
 - (a) is eligible for election,
 - (b) has been nominated within the time and as required under these bylaws,
 - (c) has given the required consent,
 - (d) has completed the required candidate questionnaire, and
 - (e) has completed the required conflict of interest disclosure statement, and has not declared any conflict of interest of such a nature as to disqualify the person from serving as a board memberthe registrar must declare that person a candidate for election.
- (7) A person declared to be a candidate for election under subsection (6) may deliver the following to the registrar within five days after the date the candidate's nomination papers were filed:
 - (a) a brief biography of the candidate;
 - (b) a brief statement concerning the candidate's contributions to the profession.
- (7.1) Information delivered by a candidate under subsection (7) must not be inconsistent with the oath of office prescribed for the purpose of section 17.11 of the Act.
- (8) Not later than 28 days before the term of office of a board member expires, the registrar must send to each registered psychologist registrant
 - (a) one election ballot,
 - (b) any information provided by a candidate as permitted in, and within the time required by, subsections (7) and (7.1), and
 - (c) notice of the time and date by which election ballots must be delivered to the offices of the College for counting.
- (9) The registrar must make a candidate questionnaire provided by a candidate under subsection (5)(c) available for inspection by any registered psychologist registrant at all reasonable times during regular business hours, from the time the registrar declares that person a candidate for election under subsection (6) until the time and date specified in the notice under subsection (8)(c).
- (10) Each registered psychologist registrant in good standing may cast one vote for each board position to be elected.
- (11) The registrar must be satisfied that each ballot is submitted by an eligible voter and that the anonymity of each voter is assured in the counting of ballots.
- (12) The candidate for election receiving the most votes on the return of the ballots is elected.
- (13) In the case of a tie vote, the registrar must select the successful candidate by random draw.
- (14) The registrar must resolve any dispute or irregularity with respect to any nomination, ballot or election.
- (15) Where the number of persons nominated is less than or equal to the number of board positions at the close of nominations, all the nominees are elected to office by acclamation.
- (16) The registrar must publish the results of the election on the College website within a reasonable period of time after the election.

4. Terms of office

- (1) The term of office for an elected board member is three years.
- (2) An elected board member may serve a maximum of two consecutive terms.
- (3) An elected board member may resign at any time by delivering a notice in writing to the registrar and the resignation is effective upon receipt by the registrar.

REGISTRATION RENEWAL 2022

A. General Requirements (see Bylaw 51)

1. Due Date: The following is due at the College office on or before December 31st*:

- (a) online renewal form including signed attestation and all the information requested therein (including any updates to this information).
- (b) renewal fee paid via cheque, online payment, or money order.

**Online payments and forms can be completed up to and including the deadline of the 31st. We encourage all registrants to complete the payment process electronically.*

2. Reinstatement: The registrar must cancel the registration of a registrant who has failed to pay a renewal fee or another fee within the required time: see *Health Professions Act* s. 21 (3). Registrants should also refer to Bylaw 52(1) (c) which requires payment of any "outstanding fees, levies or debts owed to the College."

3. Possible Disciplinary Action: Individuals who have been removed from the Register but continue to practice will be considered in violation of the *Psychologists Regulation* and the *Code of Conduct*.

4. Annual Certificate: Please see Bylaw 55(4). Registrants will receive an annual registration certificate by mail at the completion of renewal. Additional copies of certificates can be requested on the renewal form, for a fee. Bylaw 55(4) requires that current certificates be prominently displayed.

B. Fees

1. No Late Payments: The College can accept cheques post-dated no later than December 31 of this year. Please see *HPA* s. 21(3)(b). Online payments must be made no later than December 31st 2021. Registrants may be required to provide evidence that a request for an online payment was made on or before that date.

2. Amount Due: As noted above, Bylaw 51(2) paragraphs (b) and (c) require every registrant to deliver the amount of applicable fees for renewal as well as any outstanding fees, levies, or debts owed to the College in order to maintain registration. The College does not accept or provide for payment plans.

3. Returned Cheques: Registrants whose cheques are returned by the bank for any reason will be considered to have not paid their renewal fee. In addition, an administrative fee of \$50.00 will be charged. Registrants who fail to pay all fees owing by the deadline will have their registration cancelled as per *HPA* s.21(3)(b).

4. Paying Online: Registrants are invited to submit their renewal fees by using the online bill pay option of any of the following: Royal Bank of Canada, Scotiabank, Bank of Montreal, Toronto Dominion Bank/Canada Trust, HSBC, CIBC, or credit unions. Your invoice number is your four-digit registration number. Follow the instructions of your online banking program, select the College of Psychologists of BC as your payee, and print off the receipt of your payment for your records.

C. Professional Executor

As per Bylaw 51(2)(d) Registrants are required to provide a declaration of confirmation of the appointment of a professional executor and any updated information with regard to their professional executor at renewal.

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REGISTRATION RENEWAL 2022

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D. Moving Into the Non-Practising Class of Registration at Renewal or Reinstating to Active Practice as of January 1st.

1. Out of Province: Registrants placing themselves in the Non-Practising (Out of Province) class must submit documentation of their registration/ licensure to practice psychology by a regulatory body in the other jurisdiction.

2. Reinstating to Active Practice from Non-Practising: Registrants who were non-practising due to medical reasons and wish to move into an active practice class must submit documentation attesting to their readiness to resume the practice of psychology.

Applicants for reinstatement will be required to submit [verification of licensure / registration](#) for any jurisdiction in which they are currently or previously registered. This includes non-practicing registrants who were temporarily on parental or medical leave.

Applicants for reinstatement will be required to attest that they've been in compliance with all continuing competency program requirements for any calendar year ending between the date of their previous active registration and the date on which they are seeking to resume active practice. Out of Province registrants may meet the requirements by completing equivalent activities in their home jurisdiction. Depending on the length of time away from practice, additional information may be required regarding continuing competency activity.

In circumstances where a non-practicing registrant has not fully met the continuing competency program requirements prior to reinstatement, the Registration Committee can consider reinstating the registrant to active practice as a Temporary (Supervised) registrant provided the registrant undertakes to complete any outstanding requirements and agrees to practice under supervision and in accordance with an approved plan.

Non-practising registrants should carefully plan their return to active practice by ensuring that they've fulfilled their continuing competency activities for the year(s) of inactive practice prior to the date on which they wish to return.

E. Changes/Additions to Information on the Renewal Form

1. Change of Register Address: Registrants should refer to *HPA* s. 21(2) and 54(1), and Bylaw 55.3. An address for physical premises is required (i.e., post office boxes are not acceptable, except for rural addresses, in which case a registrant should provide both a land address and a post office box).

2. Change of Address where Records are Kept or Change of Directory Address: Registrants should indicate such changes in the space provided on the renewal form.

3. Change of Name: Registrants who have changed their legal name over the past year under the *Name Act* must provide the College with their full legal names for inclusion on the Register. The College may request supporting documentation. Registrants who have adopted new professional, business, or trade names, as a result of marriage or otherwise, must also provide these names to the College, exactly as spelled or punctuated in actual use.