



Chronicle

College of Psychologists of British Columbia

NEWS AND INFORMATION FROM THE COLLEGE OF PSYCHOLOGISTS

Spring 2018

Letter from the Chair of the Board

Dear Colleagues,

I am pleased to provide an update to registrants on College and Board activities over the past few months. First, I take the opportunity to welcome to the Board Ms. Marina Navin. Ms. Navin has served on the Registration Committee as a public member since 2012 and was appointed to be a public member of the Board effective December 31, 2017. Reappointed for an additional one year term is current public member Mr. Dean Readman. Reappointed for an additional two year term is Ms. Lisa Seed. Ms. Sandra James will complete her term as a public member of the Board on January 31, 2019. These individuals are key in the College's ability to meet its public protection mandate and they each bring a high level of integrity and insight to the Board table. As announced at the information meetings, I was pleased to be re-elected by acclamation to the Board for another three year term along with my colleague, Dr. Kenneth Cole. It is timely to acknowledge the generosity of time and wisdom contributed voluntarily by the members of our Board and Committees, a key component of the College's ability to meet its regulatory responsibilities.

Since the last edition of the Chronicle, Information meetings were held in Vancouver, Victoria, and Kelowna. These meetings continue to be very well attended. Some highlighted themes of these meetings included updates to the Continuing Competency program requirements. Of special note were proposed changes to the program with the addition of a self-care and self monitoring requirement. This was posted for registrant feedback and after consideration of the

comments received, approved by the Quality Assurance Committee on December 1, 2017. In addition, updates were provided on the Health Profession Review Board, the work of the health regulators through the BC Health Regulators organization, increases in the number of complaints, and continued challenges across the country regarding variability in entry requirements given the legal obligations under labour mobility legislation.

Included with this edition of the Chronicle is a chart of the College's current demographics. Of continued note is the large proportion of registrants in the upper age groupings. There are a number of College activities underway related to this demographic reality. As mentioned above, the self-care and self monitoring component is a new addition to the Continuing Competency program. It is a requirement of all registrants and it is hoped that registrants of any age will take the responsibility of "checking in" with themselves with regularity and with regard for the importance of self-awareness and self-care.

Registrants will also note the theme of this year's continuing competency presentation at the AGM: "Typical Aging – Is it working for you?" presented by Dr. Brenda Kosaka, R.Psych., a recognized expert in neuropsychology. The aim of these and other initiatives is to enhance our registrants' ability to practice well throughout the lifespan of their professional career with an emphasis on ensuring ongoing self-evaluation and self-care.

This Chronicle includes an information box on the continuing competency workshop available online. For those who have not already attended the sessions offered throughout 2015 in Vancouver or Victoria, the workshop includes pre-workshop and post-workshop readings and on successful completion of a brief post-workshop quiz, full credit for a year's worth of continuing competency credit is granted.

I hope to see you all at the AGM on May 24th.

Respectfully,

Pippa Lewington, Ph.D., R.Psych.
Board Chair

COLLEGE BOARD

Kenneth Cole, Ph.D., R.Psych.

Catherine Costigan, Ph.D., R.Psych.

Lindsey Jack, Ph.D., R.Psych.

Sandra James, Public Member

Pippa Lewington, Ph.D., R.Psych.

Marlene Moretti, Ph.D., R.Psych.

Marina Navin, Public Member

J. Dean Readman, Public Member

Lisa Seed, Public Member

Charles T. Wormeli, Ed.D., R.Psych.

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ANNUAL GENERAL MEETING CONTINUING COMPETENCY PRESENTATION

The Board is delighted to have Dr. Brenda Kosaka, R.Psych., deliver the AGM Continuing Competency presentation at the upcoming AGM. Dr. Kosaka will review some of the cognitive changes that occur as we get older. She will present a few cases where she has assessed a professional's ability to return to work and will also discuss what the aging psychologist may need to consider.

ABOUT THE PRESENTER

Brenda Kosaka, Ph.D., R.Psych.

Dr. Brenda Kosaka is the full-time psychologist at the BC Neuropsychiatry Program at UBC Hospital. She does neuropsychological and psychological assessments on both neurological and psychiatric patients. In her private practice, she does independent medical evaluations and consultations for rehab after brain injury and other medical conditions, including the assessment of professionals such as physicians and lawyers.

She previously worked with the Epilepsy Program at VGH doing pre-surgical neuropsychological assessments and Wada testing on patients prior to brain surgery.

Dr. Kosaka's background and training in neuropsychology includes an undergraduate degree from the University of Lethbridge with Dr. Bryan Kolb. She completed her graduate studies at the University of Victoria where she worked with Dr. Esther Strauss and post-doctoral studies at UBC with Dr. Juhn Wada.

CLBC moves to incorporate DSM-5 into Eligibility Requirements

Community Living BC has advised CPBC of policy changes which correspond to changes to the *Community Living Authority Regulation*, B.C. Reg. 231/2005. The regulation changes came into effect March 31, 2018, and include a shift to use of DSM-5 criteria as part of eligibility requirements for CLBC funded services. DSM-IV-TR diagnoses will continue to be accepted as well.

The revised policy, CLBC Eligibility Form, and information sheet are posted on the CLBC website at:

<http://www.communitylivingbc.ca/about-us/policies/eligibility-for-clbc-february-2009/>.

Registrants practicing in this area may also obtain more information, including a Q&A, by contacting their local CLBC office or by email at CLBCInfo@gov.bc.ca

CONTINUING COMPETENCY AUDIT

In February, the QAC conducted a random audit of registrants' continuing competency activities for the 2017 practice year. Ten percent (10%) of all active registrants were sampled. Generally speaking, the Committee was pleased with the very high rate of compliance with the program. Only a small handful of logs required follow up. The Committee would like to remind registrants that accurate and clear documentation is a requirement of the CC program. As the program's integrity is reliant on self-report, it is very important that registrants document activity in a way that clearly shows compliance with the program. The Committee must be able to make a determination as to whether a registrant is in compliance with the program. If you have any questions as to what acceptable documentation should look like, please review the [sample log](#) posted on the website.

INDIGENOUS CULTURAL COMPETENCY TASK FORCE

Practice Support Checklist

The CPBC Indigenous Cultural Competency Task Force was established by the Board in September of 2016. Chaired by former Board Chair, Dr. Henry Harder, the task force has developed and the QAC has endorsed a [Practice Support checklist](#) intended to assist registrants in considering relevant issues when contemplating providing services to indigenous individuals. In developing this practice support tool, the task force endeavored to make the checklist consistent with the Truth and Reconciliation Commission of Canada's Calls to Action and the United Nations Declaration on the Rights of Indigenous Peoples. The checklist also includes an extensive listing of [recommended resources](#) for further study.

Future Activities

The task force has discussed and is actively reviewing the possibility of a workshop for registrants on the topic of Indigenous Cultural Safety. In order to ensure that psychologists are adequately alive to relevant issues of service provision to indigenous individuals, cultural safety should, ideally, begin early in one's training. As such, the task force is also considering engagement with training programs.

ONLINE WORKSHOPS

Need Continuing Competency Hours?

APPROVED ONLINE WORKSHOPS!

San'yas Indigenous Cultural Safety Training Course

The College continues to encourage registrants to complete the San'yas Indigenous Cultural Safety Training Course located at www.sanyas.ca/training/british-columbia. The College's endorsement of this course has led the Quality Assurance Committee to amend the continuing competency policy to allow for this online course to be claimed for credit in Category A (Direct Participatory, Formal Programs).

Lessons from the Past and Prepping for the New Reality

All registrants, new and seasoned, can benefit from this workshop.

This College developed course is available online for registrants who were either unable to attend one of the series of in-person offerings or are interested in a refresh on the content which remains timely and important. The workshop has now been completed by approximately 25% of actively practicing registrants. It has garnered consistently high reviews. Participant comments praised the clear presentation of the accumulated wisdom of the Inquiry Committee and 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 the workshop online, including the required readings and successful completion of the postworkshop quiz, will meet regular continuing competency requirements for 2018 or can be banked for next year.

Annual General Meeting Continuing Competency Presentation

May 24, 2018 6:00pm – 8:30pm

A light dinner will be available at 5:30pm.

AGM Continuing Competency
Presentation:

"Typical Aging – Is it working for you?"

Vancouver Location:
Simon Fraser University,
Wosk Centre for Dialogue
580 West Hastings Street,
Vancouver, BC, V6B 1L6

more details on last page

PROFESSIONAL EXECUTOR CHECK IN

Have you recently confirmed your executor's continued willingness to serve in this role for you?

Are you a professional executor who is intending to resign from the College in the near future? Have you informed the registrant who has named you?

Does your professional executor have adequate information about your practice and records in order to carry out their role?

If you were to become incapacitated today, and could not attend to your clinical practice, could your professional executor step in and effectively manage not only the records but other aspects to your active practice?

The College has developed a checklist to assist registrants in the task of identifying and serving as someone's professional executor. Check in and check up with your executor and the registrants you serve.

CONTINUING COMPETENCY PROGRAM POLICY CHANGES

We wish to remind registrants that the revisions to the Continuing Competency Program Policy, which were outlined in the Fall 2017 edition of [the Chronicle](#), have been approved by the Quality Assurance Committee and are now in force for the 2018 practice year. Please carefully review the summary of changes set out in the Fall *Chronicle* along with the [revised policy](#) so that you are aware of the changes and in compliance with the requirements.

Please note that we've also created a [new log sheet](#) and '[sample log](#)' to be consistent with these revisions. The QAC strongly encourages all registrants to review the sample log to ensure that you are logging your continuing competency activities in accordance with the documentation requirements of the program.

The following individuals were added to the Register

Dr. Megan Ames
Registered Psychologist

Dr. Leslie Blake
Registered Psychologist

Dr. Jonathan Blasberg
Registered Psychologist

Dr. Jennifer Bossio
Registered Psychologist

Dr. Ainsley Boudreau
Registered Psychologist

Mr. Paul Brennan
Registered Psychologist

Dr. Amy Burns
Registered Psychologist

Dr. Mair Cayley
Registered Psychologist

Dr. Winnie Chung
Registered Psychologist

Ms. Lina Crossin
Registered Psychologist

Dr. Kristen Dowling
Registered Psychologist

Dr. Theo Elfers
Registered Psychologist

Dr. Michael Fearing
Registered Psychologist

Dr. Katherine Flannigan
Registered Psychologist

Dr. Chantelle Giesbrecht
Registered Psychologist

Dr. Stephanie Griffiths
Registered Psychologist

Dr. Tom Hall
Registered Psychologist

Dr. Nora Hope
Registered Psychologist

Dr. Patrice Keats
Registered Psychologist

Ms. Carin Kietaihl
Registered Psychologist

Dr. Benjamin Kluck
Registered Psychologist

Dr. Ivana Lizdek
Registered Psychologist

Dr. Johnson Ma
Registered Psychologist

Dr. Charmaine Macon
Registered Psychologist

Dr. Heather Morton
Registered Psychologist

Dr. Viliija Petrauskas
Registered Psychologist

Ms. Debra Rapske
Registered Psychologist

Dr. Tara Reagan
Registered Psychologist

Dr. Tricia Schöttler
Registered Psychologist

Dr. Robert Selles
Registered Psychologist

Dr. Janine Slavec
Registered Psychologist

Dr. Michael Sobocinski
Registered Psychologist

Dr. Valery Sramko
Registered Psychologist

Dr. Katharine Stabb
Registered Psychologist

Ms. Irina Tarasenco
Registered Psychologist

Dr. Brianna Turner
Registered Psychologist

Dr. Sinéad Unsworth
Registered Psychologist

Dr. Gillian Watson
Registered Psychologist

IN MEMORIAM

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

Davidson, Gordon Neil Stanley (# 1366)

Louth, Shirley May (#1404)

Wadson, Robert (#1209)

Self-Care for Psychologists: An Ethical Imperative

Continuing Competency Program Category E: Self-Care and Self-Monitoring

As previously highlighted in the Fall 2017 edition of the Chronicle, the Quality Assurance Committee (QAC) has, as part of their review of the Continuing Competency Program, discussed and reviewed the Code of Conduct requirements for self-care and self-monitoring as an important part of maintaining competent practice. Specifically, Standard 3.28 of the Code of Conduct obligates registrants to maintain physical and mental health sufficient to carry out their professional duties, and to take appropriate action in the event they determine their own issues or problems may interfere with their performance of work-related duties. Standard 3.27 requires registrants to consider whether personal problems will prevent them from fulfilling obligations and commitments, will prevent them from performing professionally in a competent manner, or will otherwise harm another person with whom they have a professional relationship. Standard 3.29 specifies termination requirements in the event a registrant becomes impaired within the meaning of Standards 3.27 or 3.28.

The QAC has considered the importance of these requirements and has now, after providing registrants with time to review the proposed changes, revised the Continuing Competency Program to include an additional mandatory activity: Category E: Self-Care and Self-Monitoring. The new Category E requirements are intended to ensure that registrants formally consider the impact of their particular circumstances and stressors on their professional activities, and actively take steps to engage in appropriate self-monitoring and self-care to maintain their competent practice. It is recognized that each registrant will have his or her own specific set of personal and professional circumstances and protective factors to consider as part of an individual self-review. The College is currently investigating tools to support registrants' compliance with this new requirement.

Professional Health and Well-Being for Psychologists

A psychologist's education and experience are no buffer against stress and impairment, and psychologists are no less likely than the average person to suffer the stresses of ordinary life, such as major life events and health concerns, including mental health challenges and substance use issues. Additionally, while all workers are potentially vulnerable to some form of occupational stress, the practice of psychology comes with its own unique set of "occupational hazards." Common stressors for psychologists include working with high risk or suicidal clients, isolation (i.e., little contact with others other than clients throughout the day), restricted opportunities to discuss their work due to confidentiality obligations, responsibility for clients' welfare, vicarious traumatization, stress related to the business details of practice, utilizing oneself as a therapeutic tool and prioritizing client needs, and worries about malpractice claims or regulatory complaints.

Stressors do not necessarily result in distress or impairment that compromises a psychologist's professional functioning. However, inappropriate or ineffective means of managing the demands of one's work and one's personal life may put a psychologist at risk for diminished or impaired functioning and increase the likelihood of substandard professional practice. As the Code of Conduct makes clear, the acts of self-care and self-assessment are seen as ethical obligations, as psychologists must remain resilient in order to provide safe and effective care to their clients. By making explicit in Category E of the Continuing Competency Program the requirements (1) to review factors that may contribute to stress load or in some other way affect one's ability to perform professionally, (2) to assess the impact of these factors on one's competence and ability to meet professional obligations, and (3) to engage in self-care sufficient to mitigate the negative impact of any factors identified or take steps to reduce or withdraw from professional activities as appropriate, the QAC intends registrants to take their responsibilities for appropriate self-care and self-monitoring very seriously, and to make these responsibilities a regular part of their annual continuing competency considerations.

Self-Care strategies could include (but are not limited to):

- Avoiding workplace isolation by cultivating professional relationships with colleagues and maintaining a professional support system.
- Maximizing time in the types of professional activities one enjoys and from which one derives particular meaning.
- Spending quality time with family and friends.
- Finding ways to foster a sense of social connection and belonging in one's collegial life.
- Being aware of one's own feelings and needs, and attending to these in healthy ways.
- Being mindful of triggers that increase professional stress and the occupational challenges that are inherently a part of the work.
- Taking time for relaxation each day.
- Practicing the essentials of healthy living by sleeping, eating, and exercising well.
- Avoiding taking on so many professional obligations that one's personal life is negatively affected.
- Developing one or more leisure or recreational pursuits from which one derives pleasure or meaning.
- Spending quality time with one's animal companion(s).
- Scheduling meaningful breaks from work, such as by taking a vacation.
- Seeking professional support as needed when dealing with particularly challenging personal or work circumstances.

Self-Care for Psychologists: An Ethical Imperative (continued)

Self-Monitoring steps could include (but are not limited to):

- Identifying and completing a relevant self-assessment tool.
- Establishing self-care goals with a trusted colleague or friend and meeting regularly to monitor and be accountable for progress towards those goals.
- Keeping a personal written record of goals and steps taken to achieve them.
- Setting aside time on a regular basis for honest self-reflection and identification of one’s needs.
- Noting changes in sleep patterns, energy for and interest in personal activities or work, health status, or other significant changes in one’s person that may signal a need for increasing self-care.

References

American Psychological Association Board of Professional Affairs’ Advisory Committee on Colleague Assistance (n.d.). Professional health and well-being for psychologists. Retrieved from <http://www.apapracticecentral.org/ce/self-care/well-being.aspx>

Barnett, J. E., Baker, E. K., Elman, N. S., & Schoener, G. R. (2007). In pursuit of wellness: The self-care imperative. *Professional Psychology: Research and Practice*, 38, 603–612.

Dorociak, K. E., Rupert, P. A., Bryant, F. B., & Zahniser, E. (2017). Development of the professional self-care scale. *Journal of Counseling Psychology*, 64, 325–334.

Wise, E. & Barnett, J.E. (2016). Self-care for psychologists. In Norcross, J., VandenBos, G.R., Freedheim, D.K. & Campbell, L.F. (Eds). *APA handbook of clinical psychology: Vol. 5. Education and profession.* (209-222). Washington, D.C.: American Psychological Association.



COLLEGE OF PSYCHOLOGISTS OF BRITISH COLUMBIA ANNUAL GENERAL MEETING

Thursday, May 24, 2018

6:00pm – 8:30pm

A light dinner will be available at 5:30pm.

*Annual General Meeting and
Continuing Competency Presentation*

“Typical Aging – Is it working for you?”

Presented by Dr. Brenda Kosaka, R.Psych.

Vancouver Location:

Simon Fraser University, Wosk Centre for Dialogue,
580 West Hastings Street,
Vancouver, BC, V6B 1L6

The presentation to accompany the AGM will be eligible for Continuing Competency credit. Registrants in other areas will be able to view the AGM via webcast and submit questions via email. Board and Committee reports will be presented, as per the *Bylaws*.

- RSVP -

Please RSVP your attendance by May 17, 2018:

*Phone (604) 736-6164 or (800) 665-0979 (push 307 as soon as the auto-attendant picks up);
fax (604) 736-6133; or email agmrsvp@collegeofpsychologists.bc.ca.*

Please also contact the office if you are interested in participating via webcast as you will need to be sent further details.

Following the AGM, groups of 10+ registrants who participated via webcast are eligible to submit their signed attendance sign-in sheet(s) to receive a \$100 reimbursement stipend.

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