



**PRESIDENT'S ANNUAL REPORT
2005**

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The 2005 Annual Report has been prepared with contributions by the Ontario Psychological Association President, Dr. Douglas Saunders, the Executive Director, Dr. Ruth Berman, Chairs of Committees and Task Forces, alliance and liaison representatives, and the staff of the Central Office.

This report reviews the Association's activities, projects, and accomplishments since the previous Annual General Meeting and, in accordance with the by-laws, contains the views of the President on the state of the Association's affairs.

This report was tabled for acceptance at the 2006 Annual General Meeting held on February 17, 2006 in conjunction with the Association's Annual Meeting at the Toronto Delta Airport West Hotel.

BOARD OF DIRECTORS

In 2005-2006, The Association was active in strengthening its organizational structure, enhancing its membership services and expanding its collaboration with the larger psychological community. The Association was led in these efforts by an Executive of **Drs. Mary Broga** (Financial Officer), **Jack Ferrari** (President-Elect), **Jacques Gouws**, Director-at-Large, **Joyce Isbitsky**, Thunder Bay-Sudbury Regional Director, **Cheryl Pohlman**, Education Practice Area Director, and **Douglas Saunders** (President). Other elected Board members who were part of the 2005 leadership team were: **Jonathan Golden**, Community, Family and Children's Services Practice Area Director, **Michael Harnadek**, Windsor-London Regional Director, **Karen Katchen**, Director-at-Large, **Maria Kokai**, Director-At-Large, **Connie Kushnir**, Toronto Regional Director, **Christina Lee**, Independent Practice Area Director, **Lewis Leiken**, Ottawa-Kingston Regional Director, **Vincent Lo**, Health Practice Area Director, **Keith McFarlane**, Justice Practice Area Director, and **Diana Velikonja**, Kitchener-Hamilton Regional Director. **Drs. Mario Cappelli, Kate Hays, Brian Wilson and Ruth Berman** were ex-officio members. The Association's administrative officer, **Ms. Carla Mardonet**, served as recording secretary for the Board meetings.

The Board of Directors met on five occasions during the past year. Board meetings were held on April 8, 9, June 17, September 30, December 2, 2005; and February 17, 2006. During the year the Board spent two half-day meetings reviewing and updating its strategic plan and priorities. New Board members were provided with orientation, and participated in the planning and review process. Progress in achieving previous priorities was evaluated, leading to modifications and revisions as necessary. Overall, the Board continued to endorse the following priorities.

I. Strengthen and build the Association (final approval of the governance structure; development of an organizational policies and procedures manual, enhancement of Board members' roles and responsibilities; improved regional and practice area Directors' role in implementing priorities; enhanced section and committee accountability; increasing the involvement of Early Career Psychologists (ECPs), establishing more effective financial controls; and improved communication with the membership).

II Membership recruitment and retention (enhance Board and members' involvement in committees and task forces; improve website services for members; develop a new Association website and members' portal; expand CE opportunities (e.g. ethics course) for members; a specific focus on early career psychologists' (including those in supervised practice) support and member recruitment; maintenance of relations with the College of Psychologists (CPO), the Canadian Council of Professional Psychology Programs (CCPPP) and the Graduate Training Programs, the Council of Provincial Associations of Psychology (CPAP), and with the Canadian and American Psychology Associations).

III Strengthen public education (enhanced profile and visibility for Public Education Committee; greater support for regional associations of members throughout Ontario; expanding access and utilization of available resources, including Association's lending library system; actively supporting members' involvement in public education events; enhancing professional psychology's profile in Ontario; working with CPA, CPAP, and other provincial PAs to develop greater national profile for professional psychology).

IV Professional advocacy issues (greater member participation in advocacy initiatives; develop and implement professional advocacy strategies for provincial Ministries; co-ordinate professional response to Auto Insurance changes; follow-up on the OPA Ministry of Education working group ; explore new initiatives with the Ministry of Child and Youth Services; follow-up on the role of psychology in interdisciplinary Primary Health Care initiatives; monitor the WSIB Programs of Care; work with CPA, and other provincial Associations towards developing national advocacy capability).

This year's financial report prepared by Dr. Mary Broga, Financial Officer, outlines a deficit budget for 2005 that was approved by the Association's Board of Directors. The additional costs were due to an explicit decision taken by the Board of Directors to use the previous years' surplus to invest in upgrading our IT system and website, as well as absorbing in 2005 planning and promotion costs for the 2006 annual meeting and workshops that would normally be expensed in 2006. Otherwise, revenues from the 2005 Convention, the Ethics Course and member services, as well as general fiscal restraint, careful accountability practices, and decision-making processes helped maintain a balance of expenses and revenues. In 2005, the Board approved introduction of a graduated membership fee structure for Early Career Psychologists (ECPs), i.e. those in their first five years after graduation, to recognize the added financial burdens and limited incomes of those in supervised practice and in their early independent practice.

During the past year, the Association has continued to be actively working on behalf of the membership in regards to numerous concerns and identified needs. The following list provides a range of examples of areas and issues tackled by the OPA leadership team in 2005:

1. Organized Ontario professional psychology's response to the Tsunami Disaster; established a partnership agreement with the Communications Branch of the Ontario Ministry of Health and Long Term Care to provide a provincial Support Line, staffed by psychology volunteers offering crisis support and information on access to community mental health resources for

individuals affected by disasters.

2. Launched a coordinated and effective province-wide voice of professional psychology in response to Ontario Government's recent HPRAC hearings on the regulation of psychotherapy and unregulated psychotherapists;
3. Supported and lobbied on behalf of psychology staff in Ontario hospitals facing cuts to psychology services and internship sites. OPA continued to work with CPA to highlight the fact that these cuts erode access to much-needed and cost-effective treatment, as well as reduce important training opportunities for graduate students.
4. Advocated with the Ministry of Health for the inclusion of psychologists in new province-wide health initiatives, such as Public Health sponsored smoking cessation and well-being promotion programs, as well as recent efforts to develop multidisciplinary Primary Healthcare (Family Health) Teams.
5. Consulted with the Ministry of Education through OPA representation on the Minister of Education's Advisory Committee on Special Education (MACSE) and the OPA Section on Psychology in Education (SECPE)-Ministry Liaison Committee.
6. Lobbied to develop working groups and new initiatives with the Ministry of Children and Youth Services in addressing issues such as implementation of effective evaluation tools; the development of a long-term provincial strategy policy framework to integrate child and youth mental health services; and the importance of psychology in the incorporation of family-focused, culturally competent, evidence-based and developmentally appropriate services.
7. Established a position for Early Career Psychologist within the leadership of the Association; instituted new fee incentives to expand ECP membership in the Association; and addressed the concerns and needs of ECPs within the new website, as well as the Association's programs and activities (CE and social events, mentoring etc.). In March, these efforts were recognized at the APA State/Provincial Leadership Conference as the "leading edge" in establishing and promoting the role of Early Career Psychologists (ECPs) within professional psychology.
8. Commissioned and distributed professional practice guidelines for members, such as the recently approved Auto Insurance Task Force's Assessment and Treatment Guidelines and a comprehensive revision and update of the OPA's Fees and Billing Guidelines;
9. Implemented the Association's new governance structure, and a newly revised comprehensive OPA Policies and Procedures Manual.
10. Developed and disseminated a set of ready-to-use PHIPA (Personal Health Information Protection Act) client information templates in anticipation of members' needs for well-

researched and easy-to use materials to assist members in meeting their professional responsibilities under the new privacy legislation.

11. Oversaw the development of a new Association website; expanding members' web-based services to provide more timely and convenient access to important information regarding the profession, and improve the Association's administrative functioning for the staff and members.
12. Conducted regular consultation meetings with the College of Psychologists of Ontario to advocate for members' interests in relation to new College initiatives. Advocated for its members and the profession with a comprehensive review of the College's Revised Standards of Professional Conduct (copies available from the OPA office) with detailed critiques of several key issues, ranging from the College's regulatory authority and members' responsibilities to clients, to expanding areas of competence, representation of services, and professional objectivity.
13. Worked to establish more collaborative relations with the Ontario Association of Psychological Associates, and the College of Psychology through regular meetings and joint projects of mutual interest in the areas of training, professional standards, and advocacy.
14. Implemented the Association's Memorandum of Understanding with the Canadian Red Cross (Ontario region) for the inclusion of emergency response mental health volunteers, and developing Disaster Response Network (DRN) training and services;
15. Coordinated the presence of professional psychologists in the WSIB's development of Programs of Care, and supported the efforts of the Auto Insurance Taskforce on behalf of members.

EXECUTIVE COMMITTEE

The Executive Committee is responsible for coordinating and implementing the Board of Directors' organizational priorities and objectives; they worked collaboratively with the Board of Directors, staff, committees and task forces to achieve these objectives.

In 2005-6, the Executive Committee met on five occasions: In March, May, September, November 2005, and January 2006. Executive members also participated in between-meeting consultations as necessary to decide on emerging issues. The Executive Committee was composed of the following members: **Drs. Mary Broga** (Financial Officer), **Jack Ferrari** (President-Elect), **Jacques Gouws**, Director-at-Large; **Joyce Isbitsky**, (Thunder Bay-Sudbury) **Cheryl Pohlman**, Education Practice Area Director, **Douglas Saunders** (President); **Ruth Berman** (Executive Director, ex-officio), and **Ms. Carla Mardonet** (Administrative Officer), as the Committee's recording secretary.

The Executive Committee worked collaboratively with the Board of Directors, staff, committees and task forces to fulfill its primary responsibility for coordinating and implementing the Board of Directors' organizational priorities and objectives.

This year, in addition to its more generic responsibilities, Executive committee members, in particular the Association's officers, were responsible for developing and performing a review of the Executive Director position, as well as carrying out contract renewal negotiations with the Executive Director. The result of this process was a successful renewal of the Executive Director's contract for three years.

INTERNAL AFFAIRS

Finance and Audit Committee

The Finance and Audit Committee for 2005 included the following members: Drs. **Don Rudzinski, Brian Wilson, Lewis Liekin**, and **Mary Broga** (Chair). **Dr. Ruth Berman** and **Ms. Carla Mardonet** provided administrative support to the Committee. Each member is recognized for the time and effort offered to ensure that the Association was managing its resources in a fiscally responsible manner.

The Committee met by teleconference on the following dates in 2005: February 3, June 6, September 13, and November 23. At these meetings, the Committee monitored the 2005 budget by reviewing quarterly financial statements and recommending their approval to the Board of Directors. The Committee also provided recommendations to the Board on a number of issues, including the following:

- Reimbursement rate for mileage be adjusted from 26 cents to 32 cents per kilometer.
- The Presidential Honorarium not be increased from \$18,000 to \$22,000 until the budget can absorb the increase without incurring a deficit.
- The Association move toward reducing its paper use and associated mailing costs (paperless office), except where circumstances warrant paper communication.
- The 2006 Membership Dues remain at the same rate as 2005.
- The hourly fee for psychological services be increased by 2.5% for 2006.
- The level of membership remained relatively unchanged in 2005 as compared to 2004. However, due to the new membership fee structure for Early Career Psychologists, the amount of revenues brought in through membership dues was less than budgeted. It was recommended that the Board look at initiatives to increase revenues.
- Task Forces that are struck to carry out important work on behalf of the Association be designated a budget when they are approved by the Board. A contingency fund for Task Forces may have to be set aside, since Task Forces may be struck in-year.

The Finance & Audit Committee provides minutes of its meetings and detailed Financial Statements at each Board of Directors meeting. The committee will continue to ensure the financial viability of the Association on behalf of its members, by providing detailed budget development and monitoring/review of revenues and expenses, by recommending an Audit Firm, and by providing recommendations to the Board regarding financial matters.

A sincere expression of appreciation to members of Finance & Audit Committee for their

commitment to both the work of the committee and to the Association.

Human Resources Committee

The Human Resources Committee was formally established this past year and has two primary tasks. One involves the development of appropriate evaluation measures for appraising the performance of the Executive Director, and then overseeing the appraisal process. The other involves serving in an advisory capacity to the Executive Director on matters related to office personnel, management functions and other related administrative activities. The current committee is composed of **Dr. Jack Ferrari** (Chair), along with **Drs. Mary Broga** and **Doug Saunders**.

Membership Recruitment

Over the past two years, the focus of membership recruitment has been two-fold: to survey all the lapsed Association members to entice them to rejoin, and to actively approach all recently minted and newly registering professional psychologists to join the Association. For both efforts, the Board authorized the added expenses involved in additional direct mail packages and an associated telephone follow-up campaign conducted by an experienced firm.

To provide greater incentive for recently registered psychologists, the Board agreed to establish a graduated membership fee for 'Early Career Psychologists' (those within 5 years of graduation), in recognition of the considerable financial burden that they generally carry through supervised practice and the first three years of autonomous practice. The intent is to evaluate the results of this strategy in 2008.

In addition to the recruitment of new members, the Board has also invested considerable resources in addressing the needs of continuing members through a range of valuable member benefits, such as reduced professional liability insurance fees; free legal consultations; maintaining the membership listserv; our new OPA website and member portal; the OPA quarterly publication, Psychology Ontario; as well as preferred rates for automobile and home insurance, the OPA Referral Service, and Ontario's top health records management company for patient records storage and retrieval.

This year these continuing benefits were complemented by the Association's investment, in anticipation of members' needs, in developing professional practice templates that could assist members in meeting their professional responsibilities under Ontario's new health information and privacy legislation, PHIPA.

Information Technology Task Force

The IT renewal project has been one of the challenges the OPA has faced in the light of a fast changing world where more and more organizations are dependent on modern electronic technology to manage their affairs. The IT Taskforce and Office Staff are happy to report that the past year saw the successful transition from the Exact Software system to a customised, Access based data base and web site management software program, developed for the OPA by TRIOS.

After the initial glitches were ironed out, the system went live in August, and by September had performed well, even though there was still considerable work to be done before the site would be completed. Therefore, with most of the programming done, the project could move into the training phase, which was also successfully accomplished.

By the beginning of November 2005, the project was completed with regard to both the new website and membership database. We will, however, be looking into assistance from TRIOS with regard to online payments and Continuing Education over the website.

Central Office communicated to the membership on how to use the website, and time was set aside during the December Board Meeting to familiarize Board members with the new system, in order to promote use of this new resource. Since then, a large amount of information has been posted on the website.

We are also seeking a volunteer for a Web Master position, but meanwhile we have set up a Webmaster Committee, who will meet under the direction of Dr. Berman.

A special word of thanks to the members of the IT Task Force: **Dr. Doug Saunders, Dr. Ruth Berman, and Ms. Carla Mardonet**, for all their hard work.

Council of Section Presidents

The Council of Section Presidents has been non-operational over the past year, in part because there are only two Sections operational; the Section on Independent Practice (SIP) and the Section of Psychology in Education (Sec.PE). In 2005, following a year of Temporary Inactivity, the Clinical Section was dissolved and Section members were reimbursed their 2004 Section fee. In October 2005, the Board requested the Executive to undertake a review of the status of five Sections; Psychoanalytic, French Services, Computer, Couples and Family, Industrial/Organizational Sections. Review of the status of these sections led the Executive to designate them as Temporarily Inactive and to inform the remaining members of this status.

Psychology Ontario

Psychology Ontario (PO) is the official publication of the Ontario Psychological Association. Its primary role is to communicate information to members of the Association on the activities of the OPA. In addition, the PO disseminates professional material relevant to OPA members. **Dr. Mario Cappelli** is the PO's current Editor and **Dr. Douglas Saunders** is the Chair of the PO Management Board that also includes the Executive Director (**Dr. Ruth Berman**), the Contributing Editor (**Dr. Joyce Isbitsky**), and Central Office Staff (**Carla Mardonet**). The PO is published quarterly. The Spring issue is dedicated to the Annual Convention and the President's Annual Report is published as the final Winter issue. The Summer and Fall issues are theme based and vary on a yearly basis. The PO is now published only in electronic format; however, photocopies are still available for those members who are unable to access the electronic version.

In 2005 only 2 issues of the PO were published. The Spring Issue contained both the Convention

and the President's Annual Report and the Fall Issue was dedicated to a discussion on HRPAC's review of the issue of regulation of psychotherapy/psychotherapists. The reduced number of published issues is a concern to the Editor and to the Editorial Board. Three key changes have probably contributed to the loss of momentum with the PO. Sandy Traub, who was the long time Central Office staff person responsible for the production of the PO, retired and a transition phase was necessary for the new production officer. The new OPA web-site, and publishing the PO in an electronic format, also impacted the usual demands for publishing the PO. There has been a shift in corporate advertisements to appear on the OPA web-site rather than the PO. Hence, the need to have a publication where these advertisements could appear on a regular and frequent basis, and generate significant revenue for OPA was not as necessary. Finally, the decision to move to an electronic PO publication was a fiscal decision and, indeed, an electronic version has saved the OPA considerable money. However, this may have had a significant impact on the readership of the PO, since it now requires some effort to download the publication from the web-site.

Given all these changes, the time to explore whether, and in what capacity, the PO should be published is being discussed with the OPA Board of Directors. A review of the publications of other provincial and state psychological associations seems to indicate similar problems. Some associations have now moved toward a modified web-only publication, and others include both a "traditional" publication and a web-only version. The Editorial Board is considering these as possibilities for the PO. For example, the PO could be published twice annually (Convention/President Report and a Theme Issue), and a web-based publication could appear bi-monthly highlighting current issues relevant to OPA members. Input from various stakeholders, including OPA members, will be sought prior to implementing significant changes.

Looking ahead to 2006, the PO will certainly undergo some changes, but its primary role to communicate OPA activities will remain. Given the current situation, the Editorial Board is encouraging all OPA members to contact any member of the Board for suggestions and comments.

Ethics and Policy Committee

The members of the Ethics and Policy for 2005 were: **Ruth Berman, Harvey Brooker, Elspeth Evans, Carole Gentile, Christian Keresztes, Ian Nicholson, Douglas Reberg, Judy Schapira, Carole Sinclair, and Lynn Wells.** There were no changes in membership during 2005.

In 2005, the EPC worked on several existing and new projects:

- The Third Party Working Group (TPWG), chaired and reported by Dr. Douglas Reberg, made significant progress in seeking member input on third party issues and has developed an evolving taxonomy of third party situations. The TPWG is planning to draft a document that will assist members in dealing with third party situations.

- The EPC drafted a position statement for OPA on corporal punishment and recommended to the Board that OPA endorse and sign the Joint Statement on Physical Punishment of Children and Youth.
- The Committee's review of OPA's policies continued in 2005, and will be completed in 2006, under steady guidance by Dr. Lynn Wells.
- In response to both calls to the Central office by members for advice and to a request from two members, the EPC began a review of OPA's "Ethical Guidelines for Psychological Practice Related to Child Custody and Access." Comments have been sought from membership.
- The Committee also responded to the Board's requests for policy reviews and input.

Third Party Working Group

Dr. Doug Reberg is chair of the Committee's Third Party Working Group (TPWG). The idea for a working group on third-party relationships originated with frequent telephone calls to OPA's central office from members with questions about responsibilities when working with third parties, especially with respect to providing service to people referred by insurance companies. OPA's Executive Director, **Dr. Ruth Berman**, asked the Ethics and Policy Committee (EPC) to develop materials to help membership deal with third-party situations.

EPC agreed, and the Third-Party Working Group was established. Virtually the full EPC membership (listed elsewhere in this report) has been involved at various points in Working Group activities, but I would like to acknowledge particularly the extensive involvement of **Drs. Carole Gentile, Christian Keresztes, Carole Sinclair, Faith Kaplan, Patricia Minnes, Ian Nicholson and Judith Schapira.**

Although the Working Group originated with questions primarily about insurance cases, third-party complications can arise in just about any practice. Psychologists practicing in school, forensic, and pediatric settings (to cite only a few examples) must routinely consider the role of third-party persons or organizations with legitimate interest in service being provided to "second parties" (persons, normally considered "clients", who meet with psychologists and receive service).

The ubiquity of third-party involvement has made the working group a longer-term project than any of us might have anticipated when it began. We have been meeting regularly (mainly in teleconferences) since September, 2003. A partial listing of Working Group activities includes:

- Surveying the large literature on third-party issues and contacting other state and provincial organizations for materials pertaining to third-party issues. We have discovered very few relevant materials.
- Seeking input from OPA colleagues for input about third-party situations, particularly ideas for vignettes that psychologists might find useful in thinking

about how to prevent and resolve third-party conflicts. Ideas and suggestions from colleagues are always welcome.

- Developing a “taxonomy” of third-party relationships to help colleagues anticipate third-party situations and difficulties they may present.

We have previously given detailed descriptions of these activities in a symposium presented at the 2004 OPA convention, and more recently in a special issue of *Psychology Ontario* Volume 36 No. 3. The Working Group’s next step will be to prepare materials we hope will help colleagues anticipate, prevent, and resolve third-party complications.

Convention Committee

Members of the 2005 Convention Committee included: **Dr. Ruth Berman** (Chair) along with **Drs. Greg Hamovitch, Doug Saunders, Kate Hays** and **Sam Mikail**. Central Office Staff also played a major role in the convention planning process, which required a range of administrative activities throughout the calendar year. The 2005 convention was again held at the Toronto Marriott Eaton Centre Hotel from February 24th to 26th. The planning committee chose for its theme that year, “Innovation Through Collaboration: Building an Agenda for Psychology”. As in its each of its previous year’s, the 2005 meeting again offered registrants a high quality educational programme that included keynote addresses from John Norcross, Gabor Mate, Thomas Marra and Karen Liberman of the Mood Disorders Association (Friday Luncheon Speaker). Dr. Norcross also led a mini-workshop on “Tailoring the Therapeutic Relationship to the Individual Patient”. Early Career Psychologists simultaneously benefited from a mini-workshop on “Managing Private Practice: What Every Early Career Psychologist Should Know”, an event that proved highly successful, with plans for its future repetition. Other convention highlights included a Plenary Breakfast Session involving the screening of the National Film Board’s “It’s a Girls’ World”, on bullying behaviour among girls, plus a discussion with Lynn Glazier, the film’s producer, and bullying expert, Dr. Debra Pepler of York University. Friday’s Plenary Breakfast Session brought us both national and international perspectives and featured John Arnett, CPA’s President and Dr. Katherine Nordal, Chair of APA’s Committee for the Advancement of Professional Psychology. The Convention was followed by three Post-Convention events: Dr. Gabor Mate led a workshop on “Beyond the Medical Model: A New Look at ADD and Other Childhood Disorders”, while Dr. Thomas Marra addressed a full house on “Dialectical Behavioural Therapy: Treatment of Co-morbid Conditions”, and Dr. Katherine Nordal presented on “After the Crash: Neuropsychological Assessment of Adult Traumatic Brain Injury”.

As is done at each convention, OPA again honoured at its Thursday Luncheon a number of individuals with awards, in recognition of their contributions to the profession: Dr. Christian Keresztes (Barbara Wand Award); Drs. Ester Cole and Cheryl Pohlman (Awards of Merit); and The Council of Provincial Associations of Psychology and the CPA (Public Education Award. Karen Liberman of the Mood Disorders Association of Ontario was our 2005 recipient for the Public Service Award.

We easily had a quorum at the AGM, enabling us to ratify a new set of bylaws and to approve the addition of a number of new members to the Board of Directors.

Despite the overall excellent response from those in attendance, attendance at the 2005 convention did not increase from the previous year and, unfortunately, thus, generated a small deficit for the event.

Early Career Psychologist Task Force

The ECP Task Force was composed of **Dr. Michael Oosterhoff**, Chair, and included **Drs. Jessica Cooperman, Trina Epstein, Peter Farvolden and Brent Hayman-Abello**.

Initiatives and Accomplishments:

- I. **Needs Assessment Survey:** Data for this online survey has been compiled for 43 responders. A results summary is available.
- II. **ECP Webpage** (within OPA website): We are in the process of fine-tuning the five sections of our webpage section. These five sections are:
 - a. An overview of our Task Force and initiatives
 - b. A comprehensive list of resources for ECPs, sub-divided into relevant sections (i.e., private practice, job-seeking, etc.)
 - c. An ECP listserv
 - d. Mentorship program for ECPs
 - e. Information about ECP professional and social programming

To date the **Overview** and **Resource** sections have been completed and placed on the web. The Mentors program is nearing launch (see below). We continue to have challenges with getting the listserv up which, according to Ian Nicholson, are a mystery related to APA, but he is working on it.

- III. **Workshop at OPA Convention** (Feb. 24, 2005): “Managing a Private Practice: What Every Early Career Psychologist Should Know”. This was a successful and well-attended event that included presentations by both experienced and novice private practitioners, as well as an expert speaker in the area of ethical issues who spoke about potential ethical pitfalls for ECPs.
- IV. **“Financial Therapy” Event** (March 17, 2005): This was our first ECP social/informational event that included a talk and Q&A with a financial planner, as well as an opportunity for informal networking among ECPs. An evaluation completed by attendees indicated that they were interested in participating in future ECP events.

In the coming year we are planning to organize a couple of events – one likely on business/insurance/legal practices and the other may be an encore of last year’s well attended workshop at the OPA convention.

- V. **Mentor Program:** As noted above, this will be one component of our website. We have determined the guidelines for how this initiative will operate. We have sent out information to interested mentors (n=74 as identified at membership renewal). As we

receive and organize this information, it and the mentors' section will be placed on the web.

- VI. **Graduated Fees for ECPs:** We were delighted that OPA has been able to accommodate this important initiative, not only for OPA membership, but also for Convention fees. The response from ECPs has been very favourable.

Preliminary numbers of ECPs in OPA is approximately 168. OPA admin staff is currently trying to determine whether that represents an increase in ECP members in OPA. A related question concerns what percentage of ECPs in the province the OPA number represents (i.e., 1/3, 1/2, 3/4 etc).

- VII. **Budget:** The taskforce made an initial attempt to determine the necessary expenses projected over the next year for continued initiatives.

- VIII. **Forging Networks in Ontario:** We have to broaden our network to other major centres in Ontario. Two ECP colleagues in Ottawa (Paul Basvits) and London (Brent Hayman-Abello) have agreed to be ECP point people in those areas and have been identified on the web.

- IX. **Gaining Presence Within National Associations:** The ECP initiative in OPA represents one of a handful of task forces in North America. One of our goals is to become a model Task Force for other provinces (and states) and position ourselves to be a liaison with them to facilitate their initiatives. This year an article detailing the ECP taskforce and its activities in OPA was submitted to Psynopsis.

The Chair also presented on "Promising Best Practice Strategies for Early Career Psychologist Involvement in Psychological Associations" at the APA State Leadership Conference in March 2005 (Washington).

Nominations Committee

There has been a growing trend over the past several years for members of OPA's leadership team (i.e., its Board of Directors) to embrace a more active role in the recruitment of new faces and skills to the Board. This is due, in part, to a more formal structure regarding membership on the Nominations Committee having been approved by the Board of Directors in 2005. Members of the Nominations Committee now include the Chair of Governance (Chair of the Nominations Committee), the President-Elect, the Executive Director and Board of Directors whose terms will be expiring. This year's Nomination Committee included **Dr. Cheryl Pohlman** as Chair, and the following members: **Drs. Jack Ferrari, Jacques Gouws, Michael Harnadek, Karen Katchen and Ruth Berman.**

A number of positions for the 2006 Board of Directors required new terms to be filled, including three Regional Director positions and two Director at Large positions. Results from the October 2005 Call for Nominations that had been previously mailed to all members were reviewed with

the task of developing a slate to be brought forward at the Annual General Meeting in February 2006. The Committee actively contacted individuals who have been encouraged to contribute their valued skills to the important work of the Association. Some members of the Board of Directors also became actively involved in the recruitment process. The slate of proposed individuals that will constitute the OPA Board of Directors for 2006 will be presented to the membership at the February 2006 Annual General Meeting.

As with the previous year, once again an active recruitment process, such as that facilitated by the Nominations Committee, seems to be required in order to target individuals with needed skills, knowledge and capabilities, as well as ensuring succession planning. The energy and talent of new Board members will no doubt compliment the enormously valuable and ongoing contributions of continuing Board members, resulting in a dynamic and energetic 2006 Board of Directors for the Association.

Governance Committee

Following the revision of the Association's Bylaws in 2004, the primary work of the Governance Committee over the past year has involved the development of a Policy and Procedures Manual for the Association. A Policy and Procedures Manual Taskforce, whose membership included **Dr. Cheryl Pohlman (Chair), Drs. Brian Wilson, Michael Harnadek, Mary Broga, Doug Saunders and Ruth Berman** undertook this work. Although a number of policies and procedures have been developed over the years, a major streamlining and consolidation initiative has never been undertaken. The primary goals in the consolidation process were to draft a set of policies and procedures that offered greater clarity and conciseness to assist the Board of Directors in exercising its mandate, as prescribed in the Bylaws of the Association, as well as providing a resource for members to understand various policies and procedures. In order to facilitate the consolidation process, the Taskforce reviewed versions of policies and procedures utilized by other provincial and state psychological associations, as well as adapting content of the previous Association bylaws that would be better served within the context of policy and procedure. Members of the Taskforce have been working throughout the summer and fall of 2005. The final draft of the proposed new Policy and Procedures Manual will be brought forward to the Board of Directors for approval in late winter/early spring of 2006. Once approved, the Manual will be posted on the OPA website for members' information. As the Manual is an evolving document, it will require review on an annual or bi-annual basis in order to incorporate new material. Following completion of the Policy and Procedures Manual, the work of the Governance Committee will be directed toward development of a set of amendments to the current Bylaws, directed toward the inclusion of an Early Career Psychologist seat on the Association's Board of Directors.

Continuing Education

The mandate of the newly re-constituted Continuing Education Committee is two-fold. Our raison d'etre is to offer to our membership a range of top-notch continuing education programming that is relevant and timely, accessible and affordable. Secondly, we regard a successful continuing education initiative as one which will not only be financially self-

sustaining, but will also generate additional revenue for the Association's coffers. We are a fledgling Committee, consisting of **Drs. Joyce Isbitsky** as Chair, **Maria Kokai** and **Christina Lee**. As we pick up steam we'll be scouting and hopefully recruiting new talent to flesh out our team. As a starting point, we will get in touch with our inner hunter-gatherers and set off to forage for information. We have met with Content Management, who produces our convention session and workshop recordings, to brainstorm options for collaboratively offering CE materials on-line. We are also taking a good hard peek at what the other provincial psychology associations are up to with respect to their CE offerings and we are stooping, at every opportunity, to shameless brain-picking. There are technology wizards to be consulted and techno-babble to be deciphered. Closer to home, we will need to discover what, exactly, it is that our member's enquiring minds want to know and how we can serve it up in a manner that is relevant, timely, accessible and affordable. An archeological dig, deep into the Association's archives, will undoubtedly unearth buried historical CE treasures to enlighten and inspire anew.

EXTERNAL AFFAIRS

RHPA Task Force

The OPA Committee on the Regulated Health Professions Act (RHPA) has had an active year in 2005. It currently consists of Dr. Ruth Berman, Dr. Jack Ferrari, Dr. Nina Josefowitz, Dr. Ian Nicholson (chair), and Dr. Doug Saunders.

In the spring of 2005, the members of this committee met with representatives from the College of Psychologists of Ontario and the Ontario Association of Psychological Associates (OAPA) to discuss issues relating to the potential for psychotherapy in Ontario to be regulated. The Health Professions Regulatory Advisory Council (HPRAC) was asked by the Minister of Health and Long Term Care to review a number of issues relating to regulated health professions in Ontario, including the potential for the regulation of psychotherapy as a controlled act, and/or the regulation of psychotherapists.

In June 2005, the OPA submitted a response to HPRAC enquiries based on the RHPA committee's review of the issues involved. Shortly afterward, HPRAC published a review of models of the regulation of psychotherapy in several jurisdictions in other countries and in numerous US states. It also published a consultation discussion guide and requested responses to be submitted by October.

OPA then submitted a second response, available online at http://www.hprac.org/downloads/nov05/Psychotherapy/Ontario_Psychological_Association_Psychotherapy_Subm.pdf. This response, and a series of responses from other organizations, including the College and OAPA, were posted on the HPRAC website. We are still awaiting the publication of an analysis and response by HPRAC to these numerous submissions.

As well, in 2005 HPRAC began a legislative review of HPRAC. Four members of the RHPA Committee (Drs. Berman, Ferrari, Nicholson and Saunders) represented OPA at a two-day

autumn meeting at the invitation of HPRAC. This meeting, to which a number of health professional associations were invited, discussed a number of issues relating to health regulation in Ontario. Later in the fall, HPRAC met with representatives from Ontario regulatory colleges for another two day meeting to discuss these same issues. We are still awaiting the publication of an analysis and response by HPRAC to these consultations.

Disaster Response Network (DRN)

In 2005, the Disaster Response Network was comprised of the following OPA members: Drs. **Ester Cole** (chair), **Anna Baranowsky**, **Karen Leitner**, **Gerald Goldberg**, **Doug Saunders**, **Christina Lee** and **Ruth Berman**. Canadian Red Cross members included **John Saunders** (Manager, Disaster Services, International and Youth Programs), and **Sherry McLeod** (Coordinator, Operations Disaster and International Services). Similar to its practice over the past three years, the Committee held regular meetings pertaining to goal setting, planning, education and consultation.

The strong partnership with the Red Cross in Ontario continued to consolidate strategic plans and training opportunities for volunteer OPA members. Members are invited annually to update the central OPA office about their training, and local volunteer service needs. The DRN goals continue to include:

- 1) The coordination and provision of pro bono services to communities impacted by disaster and/or crisis situation(s);
- 2) The dissemination of information and access to DRN mental health training for OPA members;
- 3) The support of members in their provision of disaster response services;
- 4) Upholding professional standards regarding disaster mental health care;
- 5) Collaboration with other organizations providing disaster relief services and short-term volunteer interventions.

OPA consults with provincial and national Red Cross and psychology organizations, in order to share relevant information and potentially coordinate training and volunteer efforts. Ontario and British Columbia continue to be leading provinces in the formation of a DRN partnership with the Red Cross.

OPA members have been notified through the central office, and in SIP's newsletter, of the criteria to become a Red Cross mental health volunteer:

- a) Completion of the OPA-DRN information questionnaire;
- b) Contact with the local branch of the Ontario Red Cross for training sessions; and
- c) Attendance at a First Aid Course.

As in the past, members are asked to notify the OPA office about their local training. Copies of the Memorandum of Understanding between OPA and the Red Cross is available to members, together with a volunteer application questionnaire.

During its meetings, committee members continued to plan the next phases of goal setting and assessment of needs. Related websites and relevant literature were discussed. The committee also reviewed draft protocols and manuals pertaining to team deployment for major incidents.

The OPA committee plans to meet members' needs for educational training. The committee will survey OPA members about suggestions for future workshops. Also, it is planned that a website dedicated to DRN will be developed next year. Preliminary ideas included: networking with members who have similar service needs and interests; sharing Q & A pertaining to disaster response services; sharing updated reading materials; and developing future goals as directed by the new OPA board. Interested members continue to be invited to join the DRN committee and/or volunteer to provide needed services.

Public Education Initiatives

OPA members have continued to participate in many public education initiatives, including ongoing, annual and some new projects. Members continue to take part in community fairs which promote mental health and well being. This year, developing relationships with other organizations and establishing community partnerships has been an important focus and, in fact, will be a top priority for the coming year. OPA members have continued to offer direct service via workshops, lectures and consultations, as well as being involved in mental health coaching at large scale community awareness, athletic and/or fundraising events. Many of our members remain actively involved with print and broadcast media.

Direct Service. Psychologists throughout the province have provided workshops, seminars, talks and training to parent groups, professional non-psychologist meetings, students and public consumer and interest groups. Some examples follow. **Dr. Ester Cole** consulted with media staff for background stories related to children, youth learning and social needs and spoke to parent groups about these issues. She also provided information about research-to-practice for PTA groups and educators and the Learning Disabilities Conference. **Dr. Salmon** participated in a panel discussion on Assessment and Strategies to Employment for People with Disabilities and **Dr. Ann Pawlak** gave presentations to small groups of Military Members (10-40 people) using the Resilience brochures from the APA toolkit. **Dr. Geoff Crealock** gave a lecture on Sleep Habits to a public audience at Mental Health Tune Up in London. **Dr. Ed Pomeroy** addressed the local Depression and Manic Depression Association monthly meeting using material developed in working with the national office of CMHA. **Dr. Deborah Cowman** and **L. Corhonen** presented a paper, "Practical Accommodation of Mental Health Disabilities and Facilitating Return to Work" to the 16th Annual Schedule 2 Employers' Group Conference in September. **Dr. Margaret Weiser** spoke to the public at Mental Health Tune Up in London in April about brain injury rehabilitation. As well, she speaks to local hospital groups twice a year at London's Fall and Spring Family Education Series, and broadcasts the sessions regionally through telehealth/Video Care, allowing the service to reach many more people at other hospitals in the region. In addition, this year Dr. Weiser spoke for the first time at the IMPACT series (impaired minds produced by alcohol caused trauma) to a group of high school students – a multi-site/multi-disciplinary prevention effort that continues monthly throughout the school year.

Dr. Jonathan Golden and **Dr. Jessica Cooperman** consulted on the film *Risk Video* featuring students talking to students about “when you should ask someone for help”. The launch took place at the Markham Theatre and the film was part of an event, which included presentations, an appearance by Lizzie Simon, author of “Detour: My Bipolar Road Trip in 4-D”, and a resource fair in the atrium for 300 people! This event in partnership with Unionville High School drew high school students who were bussed in, parents and community mental health workers. **Dr. Golden** and **Dr. Cooperman** spoke to School Council (parents) from Unionville High School on Anxiety and Depression in Teenagers: Warning Signs and Potential Treatment Responses. **Dr. Golden** gave three workshops to high school and public school teachers, guidance staff and administrators on Understanding and Treating Self-Injurious Behaviour. **Dr. Barbara Bresver** gave a series of workshops to upper school students at St. Clements School on self care and coping strategies, as well as a parallel set to teaching staff and parents on “Supporting Our Daughters – A New Perspective.” About 200 students, 50 staff and 25-30 parents participated in this program. **Dr. Kate Hays** spoke to a number of groups this year, including church congregations, the School of Toronto Dance Theatre, Beaches Running Room, Southdown Institute, about the mental benefits of physical activity, optimal performance, psyching up, with audiences numbering from 15 to 40. In addition, Dr. Hays, along with a team of mental health professionals, provided mental skills training for racing, support, emotional debriefing and systems consultation with the Toronto Marathon Psyching Team initiative, serving approximately 1500 people.

Several new initiatives are in the works. **Dr. Carol Vipari**, who recently joined the Toronto Police Service, is distributing APA’s “Road to Resilience” toolkit materials to its 7700 members via their internal TPS computer network (by special arrangement with APA), which will provide uniformed officers access to the information. She is also disseminating hard copy brochures to 300 Division Commanders. **Dr. Lynne Beal** offered several workshops for parents, with **Dr. Linda Iny Lempert**, during Psychology Month at Williamson Road Public School, including “Coping with Stress in Children and Adults”, and “Coping with Depression in Children and Adults”. These workshops were publicized through the school, with flyers in the public library and local shops. Dr. Beal also offered a workshop for 25 teachers and parents at Dunblaine School, using materials from Dr. Martin Seligman’s Learned Optimism program. **Dr. Marsha Lomis** reviewed the APA Resilience Toolkit. Although she felt the content was too Americanized for use with Canadian (Peel) school children without significant modification, she did distribute the guide to the 60 people on staff in their Peel District School Psychology Department, but was unsure about how they disseminated the materials to their 145,000 students across 220 schools. **Dr. Carolyn Lennox** requested the APA Warning Signs Toolkit and **Dr. Ann Powlak** requested a copy of the Resilience Toolkit as well. Dr. Katchen hopes to be able to follow up to find out how these materials were used and for whom.

Community Events.

Toronto Marathon. **Dr. Kate Hays**, along with her team of dedicated colleagues from all around the province, offered skills training, consultation and support via the Psyching Team to runners at the Canadian International Marathon. **Dr. Lynne Beal** headed up the finish line/medical tent crisis intervention once again.

Community Forum – Vaughan Health and Wellness Fair was coordinated by **Dr. Connie Kushnir**. Five rooms, representing a different area (Physical Health, Environmental Future, Family Well-Being, Kinetic Energy, Emotional/Spiritual Wellness), featured four talks per day. **Dr. Cheryl Ackerman** presented with an OT colleague on sensory issues. There were about 45 visitors to our OPA booth, interactively seeking information and consultation, and at least that many who picked up printed materials but didn't converse. Seven OPA members participated in this first time initiative. Although OPA offered to be more involved i.e. speakers, self screenings, videos, organizers had already planned the event by the time OPA had been invited.

Mental Health Tune Up 2005 – London, Ontario. For the first time, Mental Health Tune Up was held in London Ontario, under the direction of **Dr. Kelly Benn**. The London Regional Psychological Association partnered with the London Public Library. It was held April 28-29 and offered community resource exhibits and 16 featured speakers, videos and keynote speaker Karen Lieberman, E.D. of the Mood Disorders Association of Ontario. It attracted approximately 350 attendees. The 2nd Annual Mental Health Tune Up is scheduled for Thursday, Friday and Saturday during the first week of May 2006.

Women's Health Matters 2006. You may recall that many OPA members participated in staffing the OPA booth at the Women's Health Matters forum in January 2005 and our booth drew about 1700 visitors. While OPA was invited to participate in 2006 and we were able to negotiate a discounted exhibitor's rate of \$1177 for two booths, the Public Education Committee felt that the effort and money would be better directed toward some of the new Public Education initiatives.

Communications and Media Involvement. Media interviews and consultations featuring OPA psychologists throughout the year covered a wide variety of topics. Some of the highlights include: OPA's Tsunami Emotional Support Line received positive media coverage.

Dr. Susan Chiddix did a radio interview on coping with holiday stress.

Dr. Lynne Beal and **Dr. Kate Hays** were very active this year doing radio, TV, and print media interviews. For example, **Dr. Beal** spoke with Global TV on "What to Tell kids about Karla Homolka's release from prison". She did an interview with Scott DeVoe for the Globe and Mail on "How to ensure that kids will comply with the mandated return to booster care seats up to age 7." She spoke to Susan Spicer from Today's Parent on "What to tell parents about coping with children's frustrations" and wrote an article on Separation Anxiety in Children" for The Health Journal and, in December, was interviewed by Canadian Living on "Helping Children Cope with Death or Tragedy in the Community."

Dr. Hays conducted a week-long mind-body cross-country media tour last June, involving 18 radio, TV and print interviews in Halifax, Ottawa, Toronto, Calgary, and Vancouver. She focused on the mental benefits of physical activity, the theme of her most recent book, *Move Your Body, Tone Your Mood*. She wrote an article for the public on the same topic in The Health Journal and, with **Dr. Karen Katchen**, has co-authored a professional article specifically about two broad band public education initiatives (Mental Health Tune Up and The Psyching Team) for a special issue of Professional Psychology: Research and Practice (April 2006). **Dr. Hays** has participated in an additional 25 interviews this year and her opinions and experience were sought by: Trenton (NJ) Times; Global News; Sweat Magazine; CBC World Report and Newsworld; Readers' Digest; Guelph Mercury; Georgia Straight; Health Magazine; Smithsonian Magazine; Muscle and Fitness; Newsday; CBC News Sunday; Runner's World (4 times); Los

Angeles Times (twice); Wall Street Journal; New York Times; For Me magazine; Sirius Satellite; Chatelaine; Atlanta Sports and Fitness; St. Paul (MN) Pioneer Press; MacLeans; Muscle & Fitness Hers; Stable Management; and Time magazine.

New Developments for 2006. The OPA public education committee remains committed to promoting increased awareness about personal, relationship, family and work life mental health, and the role of psychology in everyday life. The committee is pursuing new initiatives in the following areas:

1. *The Psychologically Healthy Workplace Award (PHWA).* OPA, in cooperation with APA, is developing Ontario's first PHWA under the direction of **Dr. Christina Lee** and the Public Education Committee. This award recognizes companies for innovative programs and policies that stand out for fostering a healthy workplace with regard to the following criteria: Employee Involvement; Employee Growth and Development; Family Support; and Health and Safety. This committee has met a number of times following Dr. Lee's attendance at the 2005 State Leadership Conference in March. To date, the committee has determined the scope of the initial project, adopted the APA format, methodology and guidelines for the review process, set the date for roll out – the February 2007 OPA Convention – its 60th anniversary. In addition, we have recruited a PR volunteer from the private sector, **Ms. Sue MacGowan**, who is working with us and has already drafted a preliminary Marketing and Communications Plan. Committee members have also held meetings with a community foundation, the CEO of a private corporation, and a government ministry to explore areas of potential common interest and support. Last spring, the Rotman School of Business agreed to join as a project partner. We are currently in discussions with members of I/O psychology programs at the Universities of Western Ontario, Waterloo and Guelph as collaborators on this project. We are also recruiting additional OPA psychologist volunteers with I/O training/background to assist us in the organizational review and evaluation process.
2. *Psychology Month.* **Dr. Connie Kushnir** is coordinating this initiative for OPA and has provided a very comprehensive “tip sheet” for members to use in promoting Psychology during national advocacy month in February. The public education committee has supported making 150 10 x 14 colour posters available to members free of charge to support their promotional activities. In addition, the OPA Resource Library at the main office is well stocked with brochures, fact sheets, toolkits, videos etc on a variety of topics to support community lectures, presentations and workshops. Established in 2005, the loan policy of securing a deposit with a credit card number for borrowed material is well in place.
3. *Report on the Parent Education Project Initiative.* In 2005, the Public Education Committee made application to the Toronto Community Foundation Vital Ideas program to launch a pilot parent education program. Unfortunately, this application was unsuccessful. Given that outcome, at least for the present time, committee members decided to focus on launching the PHWA.
4. *Promoting Psychology in the Print Media.* In 2005, we were able to secure an agreement with CMHA Ontario to provide OPA members of the Section on Independent Practice

with hard copy editions of the quarterly magazine, “Network” and electronic mailing of the weekly Mental Health Notes publication, which tracks issues of provincial, local and national concern on a weekly basis.

5. *Media Resource List and Speakers’ Bureau Directory.* The responses that were received for participation in media and/or speakers’ directory have been tabulated and are now available to OPA office staff to assist with media/speaking inquiries. Consideration could be given to posting this directory on our website.
6. *OPA Library Resource Materials for Public Education, Promotion and Advocacy.* Copies of fact sheets, information and brochures on a variety of topics continue to be available for members’ use. There is also a catalogue of videos, workshop kits and a number of APA published books which are available for use at no charge. Members will be asked to give a credit card number as a \$25 deposit only, for materials on loan, which will be cancelled when the loaned material is returned. Desk posters and banners are also available for community events. The catalogue of materials will be posted on the website for members’ convenience.
7. *Partnering with Community Organizations.*
 - (a) Mood Disorders Association of Ontario. Ruth Berman and Doug Saunders have been spearheaded OPA efforts with the Mood Disorders Association’s promotion/public education campaign, “Check Up From the Neck Up.” The campaign launch is scheduled for April, May and June 2006. OPA is participating as part of its continuing efforts to highlight the value and benefits of psychological services and promote greater accessibility to psychological services. The campaign, which will initially focus on the Greater Toronto Area, will incorporate lists of OPA members willing to provide psychological treatments to the adult-aged general public in a timely manner.
 - (b) PHWA. The committee is continuing to build relationships with local and provincial community resources and organizations as we prepare to launch this initiative.
 - (c) Many of the Direct Service and Community initiatives reflect the increasing emphasis upon partnering to increase awareness of the role and contribution of Psychology to personal, work, and family health and well being.

The OPA Public Education Committee continues to be very exciting and progressive. The Chair, Dr. Katchen wants to thank her colleagues on the Public Education Committee for their active participation, support, creative talent and especially for their generosity in donating their time to promote Psychology. As she steps down from this portfolio now and turns the interim Chair over to her capable colleague, Dr. Connie Kushnir, she wants to thank you for the opportunity she has had to represent OPA in this capacity over the last four or five years.

APA Council of Representatives

During 2005, the APA Council of Representatives met twice, both times in Washington DC: in February at its mid-winter meetings, and in August during the APA Convention. APA’s 2005 President, Ron Levant, created four initiatives, with associated Task Forces and reports, for the

organization: Making Psychology a Household Word; Promoting Health Care for the Whole Person; Evidence-Based Practice; and Enhancing Diversity within APA. In keeping with the latter initiative, Council received diversity training during the February Council meeting. Among activities for 2005, the Council supported APA's Tsunami Relief Effort, offered funding to the Archives of the History of American Psychology, and endorsed Guidelines for Education and Training at the Doctoral and Postdoctoral Level in Consulting Psychology/Organizational Consulting Psychology. The Council passed resolutions in response to the Report of the Presidential Task Force on Psychological Ethics and National Security (PENS), the use of American Indian mascots and symbols by schools and organizations, Anti-Semitic and Anti-Jewish Prejudice, Violence in Video Games and Interactive Media, and Enhancing Diversity in APA. The Council voted to approve the National Standards for High School Psychology Curricula. Organizational finances have continued stable and strong.

If you are interested in details of any of the above, please do not hesitate to contact Dr. Kate Hays.

In addition to Dr. Hays' tasks in representing Ontario at the Council meetings, she envisions the Council Representative as offering a link between OPA and APA, in relation to both services and governance. To that end, she has made extensive use of the OPA members' email list to keep members informed of APA activities, opportunities, and information; has provided information, linkage, and support to those OPA members seeking information about APA; and informed APA of relevant OPA activities and participants. She welcomes the opportunity to continue in this role, and would be glad to be of assistance. She can be reached most easily @ the_performing_edge@compuserve.com.

Council of Provincial Associations of Psychologists (CPAP)

The Council of Provincial Associations of Psychologists (CPAP) is a national forum for provincial involvement in the ongoing development of the profession of psychology in Canada. The CPAP is an incorporated organization consisting of membership from fraternal associations (eg. Ontario Psychological Association) and regulatory organizations (eg. College of Psychologists of Ontario) from all provinces and territories across Canada, including the Canadian Psychological Association (CPA). The Canadian Register of Health Service Providers in Psychology (CRHSPP) is an affiliate member of CPAP. The CPAP is a vehicle for i) information sharing; ii) advocacy for professional psychology in matters of provincial, inter-provincial, national and international importance, and iii) the promotion of education and training in psychology. **Dr. Brian Wilson** was the OPA delegate to the CPAP for 2005 and also was the Treasurer of CPAP on the Executive Committee.

Historically, the CPAP has been involved in a number of initiatives of relevance to OPA members and the practice of psychology in Ontario. One of these issues was the Labour Mobility Chapter of the Agreement on Internal Trade (AIT) that resulted in the signing of a Mutual Recognition Agreement (MRA), which now facilitates the mobility of psychological practitioners across the country in compliance with the AIT. The MRA and accompanying documents identify five core competencies required by all licensed/registered practitioners

across Canada. To facilitate mobility, all regulatory organizations, including Ontario's College, now assess these competencies in all new practitioners seeking licensure/registration. Practitioners already licensed/registered, and who meet a number of fast-track criteria identified in the MRA, are now better able to practice in another province/territory.

CPAP continues to be an important forum for OPA to discuss provincial and national issues with both regulatory and fraternal organizations from across Canada. Examples of provincial/national issues dealt with by the CPAP during 2005 include the following: 1) a national database for all CPAP organizations which provides vital information about the organizations and how/who to contact to get specific information; 2) the organization, implementation and financial sponsorship of a "National Leadership Conference" for all fraternal organizations. The inaugural conference was held in January 2004; the second conference in January 2005; and the third in January 2006; 3) the development and implementation of "National Psychology Month", an annual national event, which commenced in February 2005 and will continue in February 2006; 4) the ASPPB "Certificate of Professional Qualification in Psychology" (CPQ) which facilitates mobility between Canadian provinces and states within the U.S.; 5) the CPAP national insurance plan available to all practitioners who are members of CPAP fraternal organizations, such as the OPA; and 6) the monitoring of fiscal support for advocacy projects by provincial associations that are sponsored by APA funding (during the last four years, OPA received a \$5000 advocacy grant in support of the Association's "Tune-Up" public education project and also received a \$2000 grant towards the purchase and distribution of advocacy video commercials).

Ministry of Children & Youth Services (MCYS)

The OPA held a number of meetings over the course of 2005 with MCYS representatives. On January 20, 2005, Drs. Doug Saunders, Ruth Berman and Jonathan Golden met with Deputy Minister Jessica Hill to review the current Ministry initiatives and explore how OPA could be of assistance in helping the Ministry achieve its goals. Assistant Deputy Minister Deborah Newman was also in attendance and initiated a follow up meeting on March 20, 2005, that had a focus on Youth Justice. In addition to Drs. Golden, Saunders and Berman, other attendees included, Dr. Diane Sander from Sprucedale, Dr. Ken Scapinello from the Ontario Correctional Institute and Dr. Dick Meen of the Kinark-Syl Apps Centre. OPA actions arising from the meeting concerned exploration of internship opportunities within corrections, to address recruitment problems, and the possibility of setting up a workshop for Early Career Psychologists on "Careers in Youth Justice".

A third meeting was held on October 24, 2005 with Jeff Wright, Director, Research and Outcome Measurement (ROMB) - MCYS and Vicki Leger who is the manager with ROMB. It was attended by Dr. Charles Cunningham (Chedoke), Dr. Bruce Ferguson (HSC), Dr. Doug Saunders and Dr. Jonathan Golden. Focus of the meeting included how MCYS and OPA might work together to increase Brief Child and Family Phone Interview (BCFPI) and the Child and Adolescent Functional Assessment Scale (CAFAS) uptake by Children's Mental Health Agencies. These two measures are Ministry mandated for all CMHO accredited agencies. OPA/Psychologists are logical champions for these measures. Discussed as well was

the possibility of a MCYS supported conference on this topic with lead agencies describing their use of these measures – value added, along with a possible PO Spring Issue on this topic.

OPA also submitted comments in October 2005 to the Ministry’s “Child and Youth Mental Health Policy Background Document”, with input from Drs. Jonathan Golden, Mary Broga, Ester Cole and Cheryl Pohlman.

WSIB Task Force

The OPA’s participation in the WSIB’s health care reform process now approaches its 6th year. Dr. Ruth Berman continues to sit on WSIB Fee-Setting Advisory Committee, which has assumed an oversight role in relation to the reform process, which has essentially been focused on the development of a number of Programs of Care. To date, a total of eight such programs have been developed and include: Acute Low Back Pain, Occupational Asthma, Noise-Induced Hearing Loss, Contact Dermatitis, Persistent Low Back Pain, Mild Traumatic Brain Injury, Upper Extremities and Lower Extremities. Among these, four programs have now been rolled out, with the others due to be introduced in the coming months. A ninth program for Chronic Pain is at an early development phase. Psychologists have participated in the development of each of the above programmes and at each development phase. This WSIB initiative, in term of its conceptualization and underlying objectives, has, however, proved to be problematic in a number of respects. While the focus had been on the provision of evidence-based care, attention has been exclusively on identifying interventions that are supported by the literature, in the absence of other care factors. There is no differentiation among disciplines and all and any practitioners whose scopes of practice permit the performance of a particular type of intervention are included. Moreover, reimbursement is based on a block-fee basis, as opposed to a per visit, per hour or per service model, such that a single block fee is applied, regardless of who is providing the service, or the nature of their training or level of expertise. Such a fee model has the potential of disadvantaging psychology, as well as, from a clinical perspective, restricting the amount of needed care in the case of some clients. These issues are complex and are at the heart of the debate within health care as it relates to third party payers, and the provision of care in an environment of cost-containment and increasing pressures to deliver only scientifically supported treatments. A forum has been created within OPA in which these WSIB issues might be addressed, and has also included members of the Auto-Insurance Task Force, as it is evident that the WSIB model has already impacted in that area and will likely influence the development of future Pre Approved Frameworks (PAFs), a process that is already underway. Members of this Third Party Forum include: **Drs. Ruth Berman, Doug Saunders, Ian Nicholson, Warren Nielson, Michael Harnadek, Michael Gadon, Amber Patterson, Faith Kaplan, Lisa Trepanier, and Jack Ferrari.**

Auto Insurance Task Force

The OPA Auto Insurance Task Force was been extremely active during 2005, a year of significant legislative change.

On March 1, 2006 new regulations come into effect, which end the 12 years of the Designated Assessment Center System, an experiment in neutral assessment developed to overcome the

shortcomings of an adversarial approach, where each party to a dispute regarding accident benefits obtains their own expert.

Under the new system, the Insurer, relying on their chosen Insurer Examiner (IE), may deny payment for assessments needed to apply for accident benefits. In contrast, the Insurer has no practical limit on number, frequency or type of IE assessments to respond to applications for specific benefits. Since October, 2003 insurers have been prohibited from obtaining insurer examinations for med/rehab disputes until after a DAC. Now, with the end of the DAC System, Insurers have regained the right for IEs on med/rehab applications. The replacement of the DAC System is not simply a return to an older adversarial approach to resolution of disputes; but occurs in a totally new context, where the insured has no right to assessment or treatment without prior approval, and where obtaining legal advice may be hampered by a new more restrictive definition for the tort threshold, higher deductibles, and limits on IRBs which became law in 2003 and 2004.

The new system depends, as before, on health professional review. The use of the OPA Psychology Guidelines for MVA Patients published in 2005 will be a critical tool for treating psychologists, insurance adjusters and IE examiners.

The Task Force was actively involved in 2005 advocating on behalf of psychologists and their patients regarding the new regulations. The Task Force lobbied government and FSCO regarding proposed changes. Task Force members sit on committees developing Electronic Invoicing and evaluation of current Pre Approved Frameworks (PAFs), as well as committees developing new PAFs. The Task Force has consulted on the revised forms for the regulatory changes. We have made submissions to government and FSCO regarding the risks inherent in insurer directed treatment in Preferred Provider Networks (PPNs), and the conflicts faced by health professionals who treat in the context of insurer incentives which may not be in their patient's best interest.

With the end of the DAC system, psychologists will lose the opportunity to work in an environment which fostered neutrality, independence, and comprehensiveness. The new system of Insurer Examinations and modest rebuttals by applicants is designed to shrink the time and scope taken to complete assessments and potentially moves more benefits applications toward mediation, arbitration, and court. There are new Unfair and Deceptive Acts or Practices (UDAPs) that effect the behavior of health professionals and Insurers. Under the UDAPs, Insurers face the potential of complaints against them for using unqualified assessors. There is a risk of increased bad faith civil suits against psychologists and complaints to the college if psychologists do not adequately complete IE examinations, show bias, or show a pattern of interfering with patient's access to benefits. Similarly, psychologists working in clinics that are part of PPN's contracted by the insurer may be vulnerable to claims of conflict of interest, impacting on their assessments and treatment recommendations for an individual patient.

The OPA Task Force will continue to be involved in the various forums which are an essential part of ongoing legislative reform and evaluation. The Task Force requires feedback from psychologists providing assessment and treatment to patients with auto accident injuries

regarding the implementation of the regulations and insurer behaviour, so that we may continue to bring these issues to the attention of FSCO and the government.

Canadian Register of Health Service Providers in Psychology (CRHSPP)

The primary mission of CRHSPP is to provide a credential-based listing service for psychologists who meet criteria for the designation of “health service provider in psychology”. While CRHSPPs function has historically been recognized as the source for identifying psychologists whose services are considered GST exempt, it is also involved in a wide range of national and international activities that promote and advocate for the profession of Psychologists.

2005 was the first year of the Fourth Strategic Plan for the years 2005-2009. The plan has three main areas: Credentialing, Marketing/Advocacy and Practice Enhancement, with the following specific objectives: promote health service provider designation, recognition, and participation in primary care; facilitate use of the CHRSP credential for mobility; enable competitiveness in health care; implement the Business Health Advisor role; support multi-organizational deliberations and advocacy; and, explore the CHRSP role in Telehealth.

Following the 2004 CHRSP Annual Council Meeting, Council recommended that the Executive develop By-laws to reflect the change in governance structure from the existing “Corporate Model” to a model similar to be one used by the National Register in the USA. At the 2005 meeting, the By-laws that will govern the new structure were presented. While associations and regulator bodies will continue to be members of the CHRSP Corporation, the existing Council will be replaced with a Board of Directors. In addition to the Executive Director, the Board will be comprised of 7 Directors who will manage the business of the corporation. After much discussion, Council voted to accept the new governance structure and the By-laws. The transition to the new governance structure has begun and should be completed within the next 2 years. These are significant changes, and members of OPA who are also listed with CHRSP should visit the CHRSP website to obtain more detailed information on the new governance model.

In keeping with changing technology, the CHRSP Directory will now be published in digital format. Registrants will receive a CD copy rather than a paper version of the Directory. This move will be a significant cost-saving to the corporation and for users, and it will be much easier to search the directory.

Finally, for 2005, the total number of registrants in Canada was 2,773. Of these, 744 were from Ontario, down from 767 in 2004. Despite this small decline, the organization was able to function within its budget and was able to achieve its goals. OPA members are encouraged to visit the CHRSP website (www.chrspp.ca) to learn more about the advantages of belonging to the Register.

CONCLUSIONS AND PERSONAL REFLECTIONS

As President of the Ontario Psychological Association over the past year, it has been my privilege and pleasure to work with a dedicated staff, Board and Committee members. I would like to personally acknowledge each of them for their continuous support and assistance. The Association has benefited enormously from the hard work and close working relationships among the Executive

members, **Drs. Mary Broga, Cheryl Pohlman, Jacques Gouws, Joyce Isbitsky and Jack Ferrari.** Of course, an Association such as OPA cannot function without dedicated administrative staff, and on behalf of the Board and Executive, I want to recognize and acknowledge the work and support of the office staff: Executive Director, **Dr. Ruth Berman, Carla Mardonnet, Anna DiDonato, Melissa Marques and Sandy Traub.** Their support and assistance, under at times very trying and stressful circumstances, have been essential to the Association's accomplishments over the past year.

Each leadership team builds on the work and past successes of its predecessors and the 2005 edition of the Association's Board of Directors was no exception. One of the accomplishments of last year's leadership team was the recruitment of several new faces onto this year's Board. The energy and talent of the new Directors, **Drs. Keith McFarlane, Christina Lee, Lewis Leiken and Vincent Lo** have contributed enormously to the work of the Board and provided yet another building block for the Association's activities over the next few years.

At the same time, I would like to acknowledge the considerable contributions of several Board members who completed their terms on the Board: **Drs. Jacques Gouws** (Director-at-Large), **Michael Harnadek** (Windsor-London, Governance Committee), **Karen Katchen** (Director-at-Large, Chair, Public Education Committee), and **Brian Wilson** (CPAP Representative, former OPA President) have provided considerable talent, wisdom and leadership during their tenures on the Board. On behalf of the membership, Board and staff, I would like to thank each of them for the time and energy they have dedicated to work of the Association over the past few years.

This year, the Board continued to be active in all four of its strategic priorities. It worked to strengthen the Association through the development of a detailed Manual of the Policies and Procedures of the Association, as well as maintaining its financial picture, despite considerable capital investment in the Association's new website. It has also addressed membership issues through its issuing of PHIPA templates for members' use; its active and ongoing involvement in the HPRAC review of the regulation of psychotherapy and psychotherapists; and its updated revisions of Fees and Billings Guidelines. Along with expanding initiatives to improve and expand member services, the Board has given particular attention to expanding the membership of early career psychologists (including those in supervised practice), through reduced and graduated membership fees. In this regard, I would like to again acknowledge the efforts of the Early Career Psychologist Taskforce, chaired by **Dr. Michael Oosterhoff**, and composed of **Drs. Jessica Cooperman, Trina Epstein, Peter Farvolden, Brent Hayman-Abello.**

As well, the Board and staff have been actively working to implement a new IT system, a project that has involved considerably more time and resources than originally conceived, but which now offers the opportunity for a new, more dynamic website, for both members and the public, as well as the integration and incorporation of a new data base management and administrative functions. As well, the Association joined with psychology associations across the country in creation of a national public education and advocacy strategy for the profession. The result was the first annual National "Psychology Month".

Finally, the Board has continued to pursue its advocacy on behalf of the profession with public and

private third party payers, professional organizations, and government ministries. The work of the Association's Auto Insurance Taskforce, and the continuing involvement of OPA representatives with the WSIB Programs of Care initiatives, are two important examples. Other important developments are its active support for the CPAP-CPA sponsored National Advocacy Forum, and initiatives with senior staff in the Ontario Ministries of Child and Youth Services, Education, and Health and Long Term Care to establish joint OPA-Ministry staff working groups.

The year 2005 has been both an unsettling one and a demanding and rewarding one. Ultimately, it is our members' ability to endure the storms of change sweeping the professional landscape of Ontario that will make the difference. The Board greatly appreciates the commitment, support and involvement of the OPA membership in its efforts to develop and strengthen the Association. Together with my Board colleagues, I look forward to welcoming new members and bringing new participation into the Association Leadership Team, to further strengthen and enhance the long-term viability of OPA and the profession of psychology in serving the needs of Ontarians.