



Nova Scotia Board of Examiners in Psychology

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Transfer Interview Information **Psychologists Transferring from another Jurisdiction**

General Information about the Transfer Interview

The interview is conducted virtually using a video platform (Zoom). This is not an open book exam. No books or papers are permitted in the exam room. Electronic devices must be turned off and taping is not permitted. No external aids, written or electronic notes are permitted as reference material during the exam. The content is confidential.

The Transfer Interview Committee

Your committee will consist of one psychologist who is a member the Board and will serve as Chair, and two other psychologists. Once your committee has been established, the Board Office will contact you with the names of the committee members, the date and time of the examination and instructions for the video platform.

Fee

The fee is Five Hundred Dollars (\$500.00) and payable one week in advance of the interview. The Board accepts payment online by cheque, Visa, MasterCard, American Express, and Interac Transfer. All fees (i.e. Transfer Interview and Registration) can be paid online using credit card. To pay your fees online, visit the Applicants section of the website (www.nsbep.org) and select the Online Payments for Applicants tab. Alternatively, you may call or fax your credit card information into the office or send payment by mail.

Preparation:

NSBEP uses the [Canadian Code of Ethics for Psychologists](#), which is different from codes used in the US. In addition to being familiar with the Canadian Code, you will also need to be familiar with the Code's decision making process for dealing with ethical dilemmas. You will be asked questions about the Code and the decision-making process during your interview. The Criteria for Evaluating Psychologists Transferring from another jurisdiction is provided later in this document.

It would be helpful for applicants to have completed the Board's [Attestation Process](#) prior to their interview.

The Attestation Process is required in order for applicants to review and familiarize themselves with local jurisprudence. As such, completion of this process involves reviewing the Board's document "Standards of Practice" and signing an attestation to this effect.

The Format for the Interview

The Chair of the committee will introduce all parties and explain to you the two possible outcomes. These are pass and pass with conditions (see below for more details). At this point you will be given the opportunity to ask questions.

The examiners conduct a semi-structured interview. You are expected to recite the four principles of the [Canadian Code of Ethics](#). You are not expected to be able to recite the many standards that make up the Code, but you are expected to be familiar with them. **You are also expected to be able to apply the ethical decision making process** (pages 4-5, Fourth Edition, Canadian Code of Ethics for Psychologists) **to a hypothetical ethical dilemma/scenario that will be provided to you by your committee.**

You may take up to five minutes to make notes or to think about your response to the ethical dilemma/scenario provided during the interview. If necessary, the Committee will let you know when you have one minute remaining. You will be asked to discuss how you would approach and resolve the ethical dilemma/scenario, along with identifying which aspects of the Canadian Code of Ethics for Psychologists are under consideration in the specific ethical situation provided to you. You will also be expected to respond to questions involving familiarity with public policy related to your work, such as The Children and Family Services Act.

This interview will generally take 1.5 hours. At the conclusion of the interview, you will be placed in the Virtual Waiting Room so that the committee members can deliberate. After they have reached a decision, you will be admitted back into the Meeting Room. You will be informed about the results of the examination and the Chair of the Committee will generally inform you of the rationale for the decision reached.

The Outcomes

- Pass
- Pass with conditions

Pass:

The Chair and committee members will provide you with feedback. You will be welcomed to Register of Psychologists (pending any outstanding requirements, any other stipulations of the Board, e.g., payment of the fee, etc.)

Pass with conditions:

All International Applicants who are approved for registration, will be required to complete at least a six month period of supervised practice in Nova Scotia under the supervision of a psychologist registered in Nova Scotia. The purpose of this supervision is to help connect newly arrived psychologists from another jurisdiction with a mentor and other psychologists in Nova Scotia and to assist them with practice and ethical issues and develop an understanding of local practice and conditions in the province.

Under 14 (6) of the Psychologists Act (2000): *The Board may fix conditions, limitations and restrictions applicable to persons whose names are entered on the Registers.*

In the case where the Transfer Interview Committee identifies areas of deficit, the Board may approve you to the Register of Psychologists but [place a condition or restriction](#) on your registration that would limit your practice in some manner. The reason for the restriction/condition will be explained to you and you will have the opportunity to ask questions. Normally you would also be informed of what would be required of you before the Board would consider an application to have the restriction/condition lifted.

For example, the Committee can identify issues and recommend further conditions be placed on the applicant's registration, in addition to the minimum six month period of supervised practice noted above. For example, additional supervision or coursework could be recommended to:

- improve one's knowledge of the Canadian Code of Ethics and professional standards in Nova Scotia
- Complete focused work on dealing with actual & potential ethical dilemmas, including working through the ethical decision-making process and developing a systematic approach to analyzing and resolving ethical dilemmas
- Identify areas of competence and define limits of competence
- Gain more clinical experience

Any supervision or coursework would not prevent one from placement on the Register of Psychologists. In other words, the activities would be completed after the psychologist is registered in Nova Scotia.

Revisions:

16th September 2022

23rd October 2020

See Evaluation Criteria on Next Page

NOVA SCOTIA BOARD OF EXAMINERS IN PSYCHOLOGY
Criteria for Evaluating Psychologists Transferring from another jurisdiction

GENERAL:

Psychologists must be able to:

- identify the four basic principles of the [Canadian Code of Ethics for Psychologists](#), how they are ordered and why they are ordered
- demonstrate awareness of the ethical decision making process and recognize what constitutes an ethical dilemma/scenario
- demonstrate an awareness of the types of issues most likely to occur within their practice setting
- demonstrate awareness of an ethical decision making process and apply the ethical decision making process to a hypothetical ethical dilemma/scenario that will be provided by the Committee
- explain what is meant by limits of competence and provide an example of a limit that applies with respect to them
- provide a summary of their practice and identify their knowledge of theory and best practice in each of the core competency areas.
- Identify how they will have access to other psychologists for the purposes of workplace consultation.
- Identify [legislation](#) relevant to their area of practice in Nova Scotia.

APPLICATION OF THE CODE OF ETHICS:

In addition to knowing the four principles, the psychologist should be able to:

- Articulate that all four principles are taken into account and balanced in ethical decision making. They should also be aware that the principles are ordered according to the weight each generally should be given when they conflict but that the complexity of ethical conflicts precludes a firm ordering of principles.
- Apply the ethical decision making process to a hypothetical ethical dilemma/scenario that will be provided by the Committee, and clearly articulate which principles were in conflict and why; how they balanced the four principles and; the basis for their chosen decision.
- While it is not necessary to identify the steps in the ethical decision making process by name, psychologists should give evidence of an understanding of all aspects of the process.

LIMITS OF COMPETENCE:

A psychologist should be able to:

- Describe in their own words what is meant by the phrase “*limits of competence*”.
- Define their limits of competence including populations served.

Last Revised: September 2022