



## NSBEP Email Update

Welcome to the most recent update from NSBEP.

In this format of communication with registrants, the Board strives to provide updates on subjects of interest to registrants of the Board. There is various important information in this update and we ask that you read it in full.

In this update:

- NSBEP Diversity Survey Update
- Scope of Practice / Learning Plans
- EPPP - Item Review Committee
- NSBEP Election Update
- Complaint Information Update

### NSBEP DIVERSITY SURVEY UPDATE

When we were developing the NSBEP Diversity Survey we were aware that we would be asking psychologists to respond to some very personal questions that were not strictly required for the purposes of regulation, and that some people would be hesitant to share their personal information with NSBEP, or with any organization, for that matter. However, we also believed it important that we be able to learn about the nature of the diversity in our profession, in order to be able to inform the profession, the public, and NSBEP and other institutions (including government agencies) about who, as a profession, we are, and the extent to which our profession reflects the diversity found in the general population.

Given that there are many types of diversity, a continuously evolving landscape, and sometimes differences in opinions on how diversity issues should be addressed and labeled, it is inevitable that not everyone would be happy with the decisions that we made in putting the survey together, and asking the questions and providing the options that we did. We have received feedback which has included comments about agism, omitting Acadian as an ethnic option, and overlapping sex and gender in the same category. We apologize for any oversights or items that might be considered offensive or inconsiderate to some - that is certainly not our intention - and we will take steps to correct what we can in future iterations of the survey.

We are pleased to report that as of the writing of this update, 137 registrants have responded to the survey and that an initial review shows that there is a diverse range of responses to the survey items. We will be providing a more complete report once we have

closed the survey to responses.

137 response represents about 18% of our registrants. While some might consider this a fairly good response to this type of survey, we would like to encourage as many of you as possible to respond, if you haven't already. The survey is voluntary, anonymous, only takes a few minutes to complete, and provides NSBEP and APNS (with whom the information will be shared) the information we need to help address diversity issues and concerns in the profession and our interactions with the public.

We will be closing the current version of this survey on Friday, September 1, 2023. If you haven't already responded, please consider doing so before then. We will likely be offering the survey on an annual basis, so if you have any comments or suggestions, we would like to hear from you.

If you have not done so, you may click on the below link to complete the survey.

<https://exam.nsbep.org/TakeSurvey.asp?SurveyID=5LH9532H658KH8>

## SCOPE OF PRACTICE / LEARNING PLANS

The Board requires applicants and registrants to declare information about their practice area(s), activities and populations when they apply for registration and at renewal time. The Board is aware that some registrants have sought to expand their practice at times. In some cases, an expansion within an area of practice can be achieved, but in cases where a registrant is desirous of a more substantial change (for example, a change in competency areas), there has been no clear mechanism other than completing another graduate program in the other subject area of psychology.

The Board has been carefully considering and is planning to launch a policy for registrants who may consider expanding their scope in an ethically responsible way using a tiered process of learning plans. As you will see from the **draft** document, depending on the tier level of expansion, the more robust the approach required, and in the case of a "tier 3" expansion, a registered psychologist would be required to submit their learning plan to the Board.

For psychologists who would like to learn more, a draft of the policy and approach for this process is available directly below. While the policy is not yet in force, the Board plans to roll out this later in 2023 or early 2024.

Scope of Practice & Learning Plans – Draft Policy

[https://www.nsbep.org/downloads/Scope\\_LearningPlans.pdf](https://www.nsbep.org/downloads/Scope_LearningPlans.pdf)

To support this endeavour, the NSBEP is seeking to build a list of fully registered psychologists who would be available to consult with other psychologists - and possibly the NSBEP - on potential expansions of practice or competency, and learning plans. The purpose of this communication is to share information about this initiative and to gauge the interest of psychologists with serving in this capacity.

We are in early stage of gauging potential interest of volunteers who have been on the

Register of Psychologists for 5 years, and we'd like to know whether you would be interested in any or all of the following:

- Peer consultation with registrants and review of their learning plans
- Advising on subject matter pertaining to learning plans
- Upon request, consulting with the NSBEP on learning plans

Depending on responses, the Board will be able to better consider what role(s) external volunteers/consultants might play in the process.

*\*Eligibility criteria:*

- (a) the psychologist is currently on the Register of Psychologists and has had a minimum of five years of professional experience while being on the Register of Psychologists;
- (b) the psychologist is not in default of payment of any fees prescribed by NSBEP;
- (c) the psychologist's certificate of registration has never been cancelled;
- (d) the psychologist's certificate of registration has not been suspended or subject to a term, condition or limitation as a result of a disciplinary action in the six years preceding the date of election; and
- (e) the psychologist is not the subject of an outstanding complaint with NSBEP.

Psychology, like many health professions, has maintained its ability to self-regulate, but this privilege requires members of the profession and the public to be engaged in the work of regulation.

Please reply to this email if this initiative is something you are interested in. At this point, we are not trying to recruit members, per se, but simply to gauge interest. We may follow up again with registrants in general and with psychologists who express interest.

You can express your interest to us at [nsbep@nsbep.org](mailto:nsbep@nsbep.org) - Please use the subject line "Scope of Practice - Learning Plans Pool".

## EPPP - ITEM REVIEW COMMITTEE

The Association of State and Provincial Psychology Boards (ASPPB) is seeking individuals to serve on an Item Review Committee (IRC) for the Examination of Professional Practice in Psychology (EPPP). This group is charged with reviewing items that are identified as potentially performing differentially across demographic groups. Items flagged will be reviewed collectively by this committee for content that is biased or disadvantageous to particular groups.

[Please click here for more information.](#)

## NSBEP ELECTION UPDATE

To all Psychologists and Psychologists (Candidate Register):

Call for Nominations, 2023

This is a call for nominations to fill the seats of the following two Board members, whose terms have ended:

### Highlights

- Dr. Robin McGee is eligible for and is running for re-election.
- Ms. Tracy Whittaker-Taggart is eligible for, and is running for re-election.
- Board Meetings are currently held using a hybrid (in-person and virtual) model. Board Members will have the option of attending meetings either virtually or in person.
- Though considered an asset, having supervision experience is no longer a requirement for eligibility.
- Nominations will now be announced within 24 hours of being approved.

Please see below for more details.

Important changes – Please note the following three important changes:

1. The Board is currently meeting using a hybrid (in-person and virtual) model. Board members can elect to attend meetings either in person or remotely. Board members wishing to attend meetings remotely must have access to reliable internet (preferred) or telephone service. We expect that this option may be especially attractive to potential Board members from outside the Halifax area.
2. The requirement that was in place for previous elections that the nominee have a minimum of 1 year's experience providing NSBEP supervision has been removed. The Board does, however, consider previous experience with Board activities (e.g., providing Board Supervision, sitting on Board Examination or Investigation committees) to be an asset for nominees.
3. Beginning with the 2020 Election, within 24 hours of each nomination being approved, the Registrar will notify all registrants of the nominations received up to that point. In addition to Candidate's Names, the following information, taken from their online public NSBEP directory listings will also be given: Degree, Date of Degree, City, Self-Declared Areas of Practice(s) and Self-Declared Client Population(s).

Board Members whose terms end in 2022:

*Dr. Robin McGee.* Dr. McGee is eligible for, and is running for re-election.

Degree: Ph.D. Date of Degree: 1993

City: Port Williams

Self-Declared Areas of Practice (s): School Psychology

Self-Declared Client Population(s): Children, Adolescents

*Ms. Tracy Whittaker-Taggart.* Ms. Whittaker-Taggart is eligible for, and is running for re-election.

Degree: M.A.S.P. Date of Degree: 2000

City: Dartmouth

Self-Declared Areas of Practice(s): Academic (teaching psychology), Counselling Psychology, School Psychology

Self-Declared Client Population(s): Adolescents, Adults, Children, Organizations

Board Members whose terms have not ended:

*Dr. Erica Baker*

Degree: Ph.D. Date of Degree: 2003

City: Halifax

Self-Declared Areas of Practice(s): Clinical Neuropsychology, Clinical Psychology

Self-Declared Client Population(s): Adolescents, Adults, Children

*Dr. Conor Barker*

Degree: Ph.D. Date of Degree: 2020

City: Halifax

Self-Declared Areas of Practice(s): Academic (teaching psychology), Clinical Psychology, Counselling Psychology, School Psychology

Self-Declared Client Population(s): Adolescents, Adults, Children, Couples, Elderly, Families, Organizations

*Ms. Francesca Carone – Public Member*

*Ms. Phoebe Mandry – Public Member*

*Mr. Sean Ponnambalam – Public Member*

*Ms. Debbie Sutherland*

Degree: M.Sc.. Date of Degree: 1998

City: Halifax

Self-Declared Areas of Practice(s): Administration, Clinical Psychology, Forensic/ Correctional Psychology

Self-Declared Client Population(s): Adults, Couples

Nomination Criteria:

As noted above, this year, the NSBEP Board will have two positions open for election. We encourage all Psychologists to consider nominating a colleague or putting their own (if eligible) name forward for election. The criteria for Nominees are:

- (a) the psychologist is currently on the Register of Psychologists and has had a minimum of five years of professional experience while being on the Register of Psychologists;
- (b) the psychologist is not in default of payment of any fees prescribed by NSBEP;
- (c) the psychologist's certificate of registration has never been cancelled;
- (d) the psychologist's certificate of registration has not been suspended or subject to a term, condition or limitation as a result of a disciplinary action in the six years preceding the date of election; and
- (e) the psychologist is not the subject of an outstanding complaint with NSBEP.

Previous experience with Board activities (e.g., providing Board Supervision, sitting on Board Examination or Investigation committees) is an asset. The Board makes extensive use of electronic communication and documentation review. Nominees should be comfortable using or willing to learn use of these technologies. As some or all meetings of the Board will be held online, a reliable internet connection is needed.

Here are the 2023 NSBEP Election Timelines:

On or before Monday, August 25, 2023 - Notify eligible voters. Call for nominations

Monday, September 11, 2023 - Notify eligible voters of nominations (if any) received to date.

Thursday, October 5, 2023 - Nominations end. Nominees may engage in election activities.

Tuesday, October 10, 2023 - Last day to withdraw nomination.

Wednesday, October 11, 2023 - Registrar provides all eligible voters with names of candidates, their bios, and voting instructions.

Wednesday, October 11, 2023 – Wednesday, October 25, 2023 – On-line Voting.

On or before Friday, Wednesday, November 1, 2023 - Notification of Election results.

1) [Here is a link to the 2023 Nomination Form](#)

2) [Here is a link to the NSBEP Election Regulations](#)

3) [Here is a link to the Overview for Prospective Board Members](#)

4) [Here is a link to the Guidelines for Candidates Statements \(Brief CV\)](#)

5) [Here is a link to guidelines for Election Activities](#)

For the remainder of 2023, Board Meetings are scheduled for November 17, 2023, and December 15, 2023.

Sincerely,  
Gordon Butler, Ph.D., Registered Psychologist  
Registrar

## COMPLAINT INFORMATION UPDATE

The Board would like to remind registrants that it regularly updates its document "Complaint Information" with descriptions of some of the issues raised by actual complaints received by NSBEP and the types of actions registrants should consider in order to reduce the likelihood that they would be the subject of similar complaints.

More information can be found towards the bottom of the page, under the heading "Complaint Issues":

<https://www.nsbep.org/public/discipline-decisions/>

Sincerely,

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