

**REGULATORY REQUIREMENTS  
FOR REGISTRATION IN PSYCHOLOGY  
ACROSS CANADA:**

**A comparison of  
Acts, Regulations, By-Laws and Guidelines  
in view of the AIT**

**prepared by  
Henry P. Edwards, Ph.D., C.Psych.**

**for  
PSWAIT**

**Ottawa, January 4, 2000**

## TABLE OF CONTENTS

INTRODUCTION	1
PART I: Registration requirements and related issues	2
Overview	2
Psychologist registration requirements	4
Psychological associate registration requirements	7
Other relevant issues	9
PART II: Curriculum, experience and areas of intended practice	13
Curriculum and experience	13
Areas of practice and competencies	15
Parts I and II: Concluding comments	19
PART III: The Psychology Acts	20
PART IV: Registration Regulations and By-Laws	28
REFERENCES	42
FIGURE AND TABLES	
Figure 1. Factors pertinent to AIT mobility	3
Table 1. Summary of psychologist registration requirements across Canada	5
Table 2. Summary of psych. associate/assistant registration requirements	8
Table 3. Issues other than registration requirements which may be relevant	10
Table 4. Curriculum and experience requirements across Canada	14
Table 5. Areas of intended practice as stated in the application forms	16
Table 6. Declared competencies	17

## INTRODUCTION

This report was prepared at the request of the Psychology Sectoral Workgroup for the Agreement on Internal Trade (PSWAIT). It is based on the writer's review of documents submitted by the jurisdictions, and of published Acts or Regulations (see References). Its objective is to provide a summary of the key requirements for registration in psychology across Canada, to highlight their statutory basis where feasible, and to point out the more obvious potential obstacles to the mobility of psychology professionals as intended by the AIT as well as some of the factors that may facilitate mutual recognition for mobility. Any interpretations provided are the writer's alone.

Part I of the report is a concise overview of registration requirements and related issues. Part II summarizes curriculum and experience requirements for registration, as well as areas of intended practice listed in application forms. Parts III and IV provide a jurisdiction by jurisdiction summary, using exact quotes where practical, of the most relevant (with respect to registration, as judged by the writer) clauses of the Psychology Acts and Regulations respectively. The material found in these two parts provides the statutory basis for the summary presented in Parts I and II. Due to the fact that specific statutory provisions may facilitate or hinder mutual recognition under the AIT, the reader is encouraged to review in detail the necessarily cumbersome material presented in Parts III and IV.

Note to the reader:

This version (January 4, 2000) of the report should be read as an evolving document, due to the fact that a number of Acts or Regulations are under review or about to be reviewed at the time of writing. Subject to this caveat, the report has been reviewed for accuracy by the regulatory boards and the members of PSWAIT.

## PART I: REGISTRATION REQUIREMENTS & RELATED ISSUES

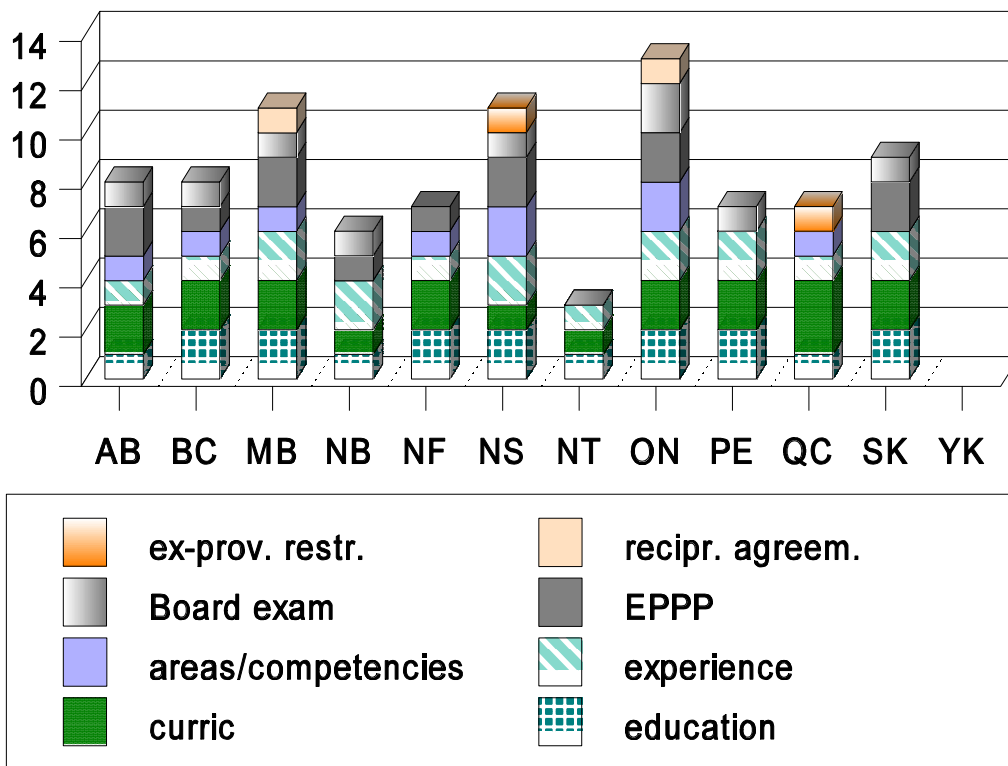
**Overview (Figure 1).** This report provides an analysis and summary of psychology registration requirements and related issues across Canada, by means of six tables with explanatory comments, followed by a review of the most pertinent sections of the Acts and Regulations. In an effort to provide a “bird’s eye view” for the benefit of the reader, the writer presents a visual comparison of key registration issues across jurisdictions in Figure 1.

To interpret the entries in Figure 1, the reader is asked to take the following into account:

- (a) The information presented in the tables and text is more precise. To create the figure, the writer developed a category system for each factor presented, where **0** means it is not present in a jurisdiction, **1** means it is present, **2** means that it is a relatively stringent requirement, and **3** means that it is the most stringent in the country. The heights of the “column boxes” reflect these categories.
- (b) The factors presented are those that seemed most important to the writer. The reader is free to consider additional factors. More specifically:
  - < “ex-prov restr.” refers to the presence of requirements in an Act or Regulation that may be an obstacle to “fast-track” entry of persons registered in another jurisdiction;
  - < “Board exam” refers to orals or jurisprudence exams;
  - < “areas/competencies” refers to the jurisdiction requesting areas of intended practice and/or declared competencies from the applicant as a basis for evaluating credentials;
  - < “curric” reflects the extent to which a jurisdiction carries out a detailed curriculum review at the time of registration, as indicated in the documents provided by the board;
  - < “recipr. agreem.” refers to the fact that Ontario and Manitoba are signatories to a reciprocity agreement for mobility that also involves a number of United States jurisdictions;
  - < “EPPP” was categorized **2** if it is required and 70% is a pass, **1** if a lower pass mark is possible, and **0** if it is not required of all applicants.
  - < “experience” refers to supervised experience requirement of each board;
  - < “education” refers to the doctorate (**2**) or master’s (**1**).

- (c) In general, the higher a column is, the more it would appear that a jurisdiction’s registrants should be able to move easily to other jurisdictions, and the more difficult it should be for extra-provincial registrants to gain “fast-track entry” into it. An exception may be found in Ontario, which has two categories of autonomous practitioner: Psychologist and Psychological Associate.
- (d) There is insufficient information with respect to Saskatchewan, because its new Act is awaiting proclamation at the time of writing. There is no regulatory board for psychology in the Yukon at this time.

**Figure 1. Factors pertinent to AIT mobility**



**Psychologist registration requirements.** Table 1 summarizes the psychologist registration requirements across Canada. Its format is as follows:

- (a) The jurisdictions are listed alphabetically in columns, labeled by two-letter postal codes at the top. NT denotes Northwest Territories and Nunavut. At this time, psychology is not regulated in the Yukon.
- (b) Each row represents one registration requirement. Blank cells mean that the writer could find no evidence of a requirement in a given jurisdiction. Cell entries labeled “A” indicate a requirement found in the Act, “R” a requirement found in Regulation or By-law, and “G” a requirement found in Board guidelines or equivalent internal documents.
- (c) Required professional experience is expressed in years or hours (when less than one year) under supervision. Only total experience is provided in this table. A breakdown is provided in Table 4.
- (d) The EPPP pass scores are expressed in per cents.
- (e) The entry “2001” for Newfoundland is the date at which the transitional provision allowing master’s registration of psychologists is due to expire.
- (f) In the Québec column, the entry “Rec” indicates that a competency based doctorate has been approved by the Order and recommended to the government, and “equiv” denotes that the equivalence regulation necessitates detailed curriculum review for applicants whose education was not acquired in the approved Québec institutions and programs.

Table 1 is presented on the next page. The following points deserve particular attention:

- < For curriculum requirements, see Table 4. For areas of practice, see Table 5.
- < The doctorate is required at this time in five jurisdictions: B.C., Manitoba, Ontario, P.E.I. (with an exemption clause for master’s registrants in structured settings), and Saskatchewan (where a new Act awaits proclamation).

<b>Table 1. Summary of psychologist registration requirements across Canada, based on a review of the Acts, Regulations and Guidelines</b>											
	<b>AB</b>	<b>BC</b>	<b>MB</b>	<b>NB</b>	<b>NF</b>	<b>NS</b>	<b>NT</b>	<b>ON</b>	<b>PE</b>	<b>QC</b> *	<b>SK</b> **
<b>Doctorate</b>		<b>R</b>	<b>A</b>	<b>R</b>	<b>A</b>	<b>A</b>		<b>R</b>	<b>A</b>	<b>Rec</b>	<b>A</b>
<b>Master's</b>	<b>G</b>			<b>R</b>	<b>2001</b>	<b>A</b>	<b>A</b>		<b>strc</b>	<b>A</b>	
<b>Degree explicitly in psychology</b>		<b>R</b>	<b>R</b>			<b>A</b>			<b>R</b>		
<b>Total experience</b>	<b>1.5y</b>	<b>1y</b>	<b>2y</b>	<b>2 / 4</b>	<b>1 / 2</b>	<b>2 / 6</b>	<b>1y</b>	<b>2y</b>	<b>2 / 2</b>	<b>600h</b>	
<b>List of approved: Prov. universities Prov. diplomas Equivalence criteria</b>										<b>A A R</b>	
<b>EPPP (&amp; pass mark)</b>	<b>70</b>	<b>65</b>	<b>70</b>	<b>65</b>	<b>Yes</b>	<b>70</b>		<b>70</b>			<b>70</b>
<b>Local knowl./jurispr. exam</b>								<b>G</b>			
<b>Oral exam</b>	<b>R</b>	<b>G</b>	<b>G</b>	<b>G</b>		<b>G</b>		<b>G</b>			<b>G</b>
<b>Detailed curric. review (in application Form)</b>	<b>R</b>	<b>G</b>	<b>G</b>		<b>G</b>		<b>G</b>	<b>G</b>		<b>equiv R</b>	
<b>Language requirement</b>				<b>E/F</b>				<b>E/F</b>		<b>F</b>	
<b>Good character declar.</b>	<b>R</b>	<b>A</b>	<b>G</b>	<b>R</b>		<b>G</b>	<b>A</b>	<b>G</b>			
<b>Criminal records check</b>	<b>R</b>	<b>A</b>					<b>G</b>				
<b>Supervisor evaluations</b>	<b>R</b>	<b>G</b>	<b>G</b>	<b>G</b>	<b>G</b>	<b>G</b>	<b>G</b>	<b>G</b>	<b>G</b>		
<b>References</b>	<b>R</b>	<b>G</b>	<b>G</b>	<b>G</b>	<b>G</b>	<b>G</b>	<b>G</b>	<b>G</b>			<b>G</b>
<b>Accommodations for out of province registrants</b>	<b>A</b>	<b>R</b>	<b>A</b>		<b>R</b>	<b>A</b>		<b>G</b>		<b>R</b>	
<b>Temp. entry provisions</b>	<b>R</b>				<b>A</b>			<b>R</b>	<b>R</b>	<b>yes</b>	
<p>* The Council of the Order has recently approved recommendations from a task force to adopt a competency based doctorate instead of the Master's, and to simplify the equivalence regulation.</p> <p>** In Saskatchewan, the new 1997 Act awaits proclamation at the writing of this report.</p>											

- < The master's is accepted in six jurisdictions: Alberta, New Brunswick, Newfoundland (during the 15-year transition period that ends in 2001, after which date the doctorate will be required), Nova Scotia, the Northwest Territories, and Québec (where a recommendation to adopt a competency based doctorate has recently been passed by the Order).
  - < In New Brunswick, the Act specifies a “graduate degree”, and this is interpreted in the by-laws as a master's degree. The entry requirements can be changed by a majority vote of the membership, as long as they are consistent with the Act.
  - < In Nova Scotia, for applicants who are registered as psychologists in another province, the Act requires either a master's degree plus 6 years of board-approved supervised practice or a doctorate degree.

Notes concerning Nova Scotia:

Section 12 of the Act specifies as a registration requirement either the doctorate plus 2 years of approved supervision or the master's plus 6 years of approved supervision. Section 13 enables the board to waive some requirements for doctoral (but not master's) applicants registered in another province. Therefore, master's applicants registered in another province must meet the requirements of section 12. However, such psychologists moving into Nova Scotia from other provinces who don't have the necessary years of approved supervision may be placed on the candidates register and work as psychologists under supervision while they make up the required additional years of supervised practice.

Under a proposed revision of the Act (before the legislature at the time of writing) the supervised practice requirement for master's applicants would be reduced to 4 years, the

- < Some jurisdictions require a degree that is explicitly labeled psychology (with or without a qualifying prefix), while others may accept as equivalent a degree that is primarily psychological in content.
- < The total supervised experience required for registration varies widely across jurisdictions. In doctoral jurisdictions one or two years of experience, one of them post-doctoral, are



required. In master's jurisdictions the requirement ranges from nothing explicit (Québec) to six years of post-master's experience (Nova Scotia).

- < Although most jurisdictions have a general statement concerning acceptable institutions or diplomas, in Québec law there are lists of the approved Québec universities, the approved undergraduate diplomas (this may change in future) and the approved graduate diplomas, as well as more explicit curriculum requirements than are found anywhere else in Canada. Since out-of-province applicants must meet at least comparable requirements, the equivalence regulation concerning education and training is complex and difficult to apply.
- < Because French is the official language of Québec, there is a language competency requirement for graduates from English universities, even within the province. Ontario and New Brunswick also have a language requirement, with respect to English or French. In Québec and Ontario, temporary entry provisions may enable an applicant registered elsewhere to meet the language requirement after entry to the province.
- < Several jurisdictions have provisions for time-limited "temporary entry" or "provisional" registration of persons who are registered in another province. In the Northwest Territories, the Act allows visiting psychologists to enter for a specific case consultation or to present a conference, but there is no temporary permit as such.
- < The EPPP is required by eight jurisdictions, and other oral and/or written Board examinations are required by eight jurisdictions. The Northwest Territories, Prince Edward Island and Québec do not require the EPPP from all applicants, while New Brunswick, Newfoundland and the Northwest Territories do not require other examinations from all applicants.
- < Oral examinations typically include discussion of the candidate's intended areas of practice, as well as the candidate's sensitivity to ethics and professional standards. Jurisprudence may also be covered in some oral exams (for example in BC). Jurisprudence exams deal with applicable legal and statutory issues.

**Psychological associate registration requirements.** Table 2, which is organized in the same format as table 1, summarizes the psychological associate registration requirements.

<b>Table 2. Summary of psychological associate / psychological assistant / associate member registration requirements across Canada, based on a review of the Acts, Regulations and Guidelines</b>											
	AB	BC	MB	NB	NF	NS	NT	ON	PE	QC	SK
Autonomous practice								R			
Supervised practice	R		R								
Two+ registrant classes	A	#	R	A,R				A			
Master's			R					R			
Undergraduate	R			R							
Post-Master's Exper.			2y <sup>R</sup>					4			
Total experience			2y <sup>R</sup>					5y <sup>R</sup>			
EPPP (pass mark)								70			
Local knowl./jurispr. exam								G			
Oral exam								G			
Explicit curric. req.	R										
Detailed curric. review								G			
Areas of competence								G			
Good character	R		G					G			
Supervisor evaluations			G					G			
References	R		G					G			
Temp. entry provisions								R			
<p># In British Columbia, there will be classes of registrants under the new Health Professions Act, but the title for masters providers has yet to be decided.                      In New Brunswick, persons with an undergraduate degree in psychology or equivalent may seek associate membership.</p>											

The following points summarized in Table 2 deserve particular attention in view of the AIT:

- < The meaning of psych. associate/assistant varies.
  - < In Alberta and Manitoba the term applies to persons who work under the supervision of psychologists, and who by definition perform a more limited range of psychological functions.
  - < In New Brunswick, associate members are not required to hold graduate degrees and are not autonomous practitioners.
  - < In Ontario, on the other hand, psychological associates practise autonomously. Their one limitation (unless it is removed on a case by case basis) is that they are not empowered to communicate a psychological diagnosis. Therefore, in Ontario for purposes of the AIT, it may be argued that psychological associates possess qualifications comparable to those of master's psychologists in jurisdictions that register master's psychologists.

**Other relevant issues.** Table 3 (next page) presents a summary of issues which may be relevant to the AIT in one of three respects: They may (1) suggest differences in the practice of psychology such that registrants from one jurisdiction may not be fully ready for autonomous practice immediately upon entry to another; (2) facilitate the processes of reciprocity or mutual recognition; or on the other hand (3) render these processes more difficult. In this writer's view, the following points should be noted:

- < Although the Acts across Canada are title protection Acts, and a registrant's scope of practice is defined by means of declared areas of competence (which vary across jurisdictions), four Acts include a definition of practice. The definitions are not identical. To the extent that such definitions may have some real-life implications, they should perhaps be reviewed.
- < Manitoba's Act defines mental disorder and prohibits psychologists from treating mental disorders except in association with a medical practitioner. Persons entering from other jurisdictions should be aware of this.
- < All Boards can make regulations, but the approval mechanisms vary.

<b>Table 3. Issues other than registration requirements which may be relevant with respect to mobility under the AIT</b>											
	AB	BC	MB	NB	NF	NS	NT	ON	PE	QC	SK
Controlled/licensed act	A*							yes			
Ability to place restrict. on registration certif.	R					A		R			
Definition of practice	A	A	A					A	A		
Def. of mental disorder			A								
Use of CPA Ethics Code	yes		yes	yes		yes		yes			
Power to make Regs.: Board on its own With gov't approval With added consult.	A	A	A	A	A	A	A	A	A	A	G
Power to impose limitations on certif. of registration	R					A		A			
Existing reciprocity agreement			yes					yes			
Act or Regulation under review now or in near future	yes	yes	yes			yes	yes	yes		yes	yes
Reference to out-of-province registrants	A		A	R	R	A				R	
<p><b>Note:</b> In Québec, the Council of the Order has recently approved the adoption of a competency based doctorate, and to simplify the equivalence regulation.                      In Saskatchewan, the new Act awaits proclamation at this time.                      * Controlled act in Alberta: under the incoming Health Professions Act.</p>											

- < **N.B.:** In most jurisdictions, the Act and/or Regulations are under active review or about to be reviewed. Changes in some registration requirements are, therefore, to be expected as the new or amended Acts are proclaimed and new Regulations are approved.
  
- < In Ontario, the communication of a psychological diagnosis is a controlled act, restricted to those psychologists competent to do so and to those psychological associates whose limitation in this regard has been lifted by the College. (Under the new Health Professions Act, there will be a similar controlled act in Alberta).
  
- < Manitoba and Ontario are signatories to a reciprocity agreement that also includes a number of jurisdictions in the United States, all with similar registration requirements. This may limit the ability of Manitoba and Ontario to accept the entry of master's registrants from other Canadian jurisdictions as psychologists.
  
- < The Acts or regulations of six jurisdictions make reference to applicants who are already registered in other jurisdictions. The following seem especially relevant in the context of AIT discussions:
  - < In Alberta, (By-Law 27), applicants registered elsewhere with two years of independent practice may ask for a waiver of the supervision requirements. Also, the Certificate of Professional Qualifications (CPQ) provided through ASPPB is accepted.
  - < In Manitoba, the Act, section 9 (2), requires consultation with the University of Manitoba to determine whether an applicant registered in another province meets standards at least equivalent to those of Manitoba.
  - < In New Brunswick, the Registration Committee may waive examinations and may licence applicants registered in another jurisdiction if its standards are deemed to be equivalent to those of New Brunswick.
  - < The Nova Scotia Act, section 13, enables the Board to waive some or all of the usual registration requirements in the case of an applicant registered outside the province if the applicant holds an ABEPP diploma or meets the Board's standards for doctoral applicants (doctorate, two years of experience, and examinations).
  - < In Newfoundland, the registration regulation, section 12 (1), allows waiver of registration requirements for an applicant registered as a psychologist in

another province with standards that are at least equivalent to those of Newfoundland.

- < In Québec, where the master's is currently accepted for psychologist registration, there is a complex regulation for determining the equivalence of education and training obtained outside the province, which has proved cumbersome and difficult to apply to individual cases.
- < The following jurisdictions may impose terms, restrictions or limitations on certificates of registration: Alberta (Reg: 59,1,h), Nova Scotia (Act: 15,3), Ontario (Act: 4).

This concludes Part I of the report, which is primarily a summary of existing registration requirements in psychology across Canada. In Part II the focus will shift to curricula, experience requirements, and areas of intended practice.

## PART II: CURRICULUM, EXPERIENCE AND AREAS OF INTENDED PRACTICE

**Curriculum and experience.** Table 4 (next page) summarizes the educational curricula and experience required for registration across Canada. Its format is similar to that of previous tables. Columns represent jurisdictions and rows represent requirements. However, the cell entries are labeled “C” for curriculum requirement, “cr” for course credits, “y” for years, or left blank where the writer did not find evidence of a requirement in a given jurisdiction. In the BC column, “C” denotes that five out of the eight areas must be met by an applicant.

The reader’s attention is drawn to the following points:

- < The experience requirements vary considerably, especially for master’s applicants.

<p><u>Note:</u> This potential obstacle to mutual recognition might be minimized if mobility under the AIT is deemed to require 2 or 6 years of experience for persons with doctorates or master’s respectively.</p>
--

- < At present, the curriculum requirements in Québec appear more stringent than in other provinces due to their specificity in terms of content and course credits.
- < The curriculum in professional theory and practice in the intended areas of competence and practice remains necessarily vague. Indeed, this remains vague in the CPA and APA accreditation criteria.

However, the writer found some evidence that a number of jurisdictions (a) ask applicants to indicate their intended areas of practice, (b) review each applicant’s curriculum in relation to the intended areas of practice, (c) require upgrading where this appears necessary, and (d) examine the applicants in the orals on their intended areas of practice.

Table 4. Psychologist & psychological associate (Ontario) curriculum and experience requirements across Canada											
	AB	BC	MB	NB	NF	NS	NT	ON Psy	ON P.A.	PE	QC *
<b>Curriculum</b>											
<b>Biological bases</b>	C	C <sup>-</sup>	C	C	C			C	C	C	9cr
<b>Cognit.-affective bases</b>	C	C <sup>-</sup>	C	C	C			C	C	C	9cr
<b>Social bases</b>	C	C <sup>-</sup>	C	C	C			C	C	C	9cr
<b>Individual differences</b>	C	C <sup>-</sup>	C	C	C			C	C	C	9cr
<b>Professional theory &amp; practice courses</b>	C		C	C	C	C		C	C	C	51 cr
<b>Ethics</b>	C	C <sup>-</sup>	C	C				C	C	C	6cr
<b>History &amp; systems</b>		C <sup>-</sup>	C					C	C	C	3cr
<b>Research methods</b>	C	C <sup>-</sup>	C	C				C	C	C	3cr
<b>Stats. / Psychometrics</b>	C	C <sup>-</sup>	C	C	C			C	C	C	6cr
<b>Practicum/Internship</b>		C	C	C	C	C		C		C	600 h
<b>Experience in years</b>											
<b>Pre-doctoral supervised</b>		1y	1 / 0	1y		1 / 0		1y		1y	
<b>Post-doctoral supervised</b>			1 / 2	1y	1y	1 / 2		1y		1y	
<b>Pre-master's supervised</b>				500 h							1y
<b>Post-master's superv.</b>	1y			4y	(2y )	6y	1y		3y		
<b>Post-master's (other)</b>									2y		
<b>Total experience</b>	1.5y	1y	2y	2/4	1y	2/6	1y	2y	5y	2y	1y
* <b>Notes:</b> In Québec, a competency based doctorate was recently approved by the Order. In Saskatchewan, a new Act awaits proclamation, and the curriculum requirements were not available at the time of writing.											



**Areas of practice and competencies (Tables 5 and 6).** According to the documents reviewed by the writer, most but not all jurisdictions: request applicants to self-declare their intended areas of practice; examine the applicants and their backgrounds with respect to these areas; and caution them to practise only in those areas or to inform the Board before going into additional areas.

A summary of these inter-provincial/territorial comparisons is presented in Table 5 (next page). Following the discussion of points related to Table 5, Table 6 provides a summary of declared competencies. The reason for this table (Table 6) is that some jurisdictions, in addition to their request for stated areas of intended practice, ask more specifically for disorders, client groups, or narrower fields in which the applicants for registration declare competency.

The following points seem especially noteworthy with respect to Table 5:

- < In British Columbia, the College is considering a competency model of registration which would require applicants to fill out a detailed declaration of competencies.
- < In the Northwest Territories the application for registration does not request areas of practice or competencies, but the referees are asked to indicate in what areas they feel the applicant is competent to practice, among the following: Experimental/research, neuropsychological/psychological (*sic*), clinical counselling, community/social, education/school, industrial/organizational, forensic, and “others”.
- < In Québec, if the proposed doctoral model is implemented (government approval has not yet been obtained, given that the decision of the Order is very recent), it would de-emphasize or eliminate undergraduate review and replace the master’s by a competency based doctorate which would likely stress training in various aspects of clinical and health psychology.
- < Manitoba provides the following list of “proposed areas of demonstrated competence” and asks the applicant to check only one, usually the one that corresponds to the title of the most advanced program completed.
- < In Newfoundland, the “professional practice” category would include assessment and intervention skills, but these terms are not explicitly noted.

<b>Table 5. Areas of intended practice in psychology as stated in the guidelines and application forms of regulatory boards across Canada, and used in the evaluation of applicants' demonstrated competence</b>											
	<b>AB</b>	<b>BC</b>	<b>M B</b>	<b>N B</b>	<b>N F</b>	<b>N S</b>	<b>N T</b>	<b>ON</b>	<b>PE</b>	<b>QC</b>	<b>SK</b>
<b>Areas of practice</b>											
<b>Clinical</b>	X	X	X	#	X	X		X	#	prop	#
<b>Clin. Neuropsychology</b>			X	#		X		X	#	prop	#
<b>Counselling</b>	X	X	X	#	X	X		X	#	prop	#
<b>Health</b>				#				X	#	prop	#
<b>Developmental</b>			X	#	X				#		#
<b>Education/School</b>	X	X	X	#	X	X		X	#	prop	#
<b>Forensic/Correctional</b>	X			#		X		X	#	prop	#
<b>Industrial/Organiz.</b>	X	X	X	#	X	X		X	#		#
<b>Rehabilitation</b>			X	#				X	#		#
<b>Research/Academic</b>	X	X	X	#		X		X	#		#
<b>Administration</b>				#		X			#		#
<b>Applied</b>			X	#					#		#
<b>Behavioural</b>			X	#					#		#
<b>Personality</b>			X	#					#		#
<b>Social</b>			X	#					#		#
<p><b>Note:</b> The areas of practice in Québec are estimates only, given that the Regulations focus on listings of approved programs and universities rather than on areas of practice. As the proposed competency based doctoral model is implemented, this will be further clarified.</p> <p># In New Brunswick , Prince Edward Island and Saskatchewan, no pre-set list is provided but the applicant is asked to identify intended areas of practice. In NB and SK this information guides the Board in the conduct of the oral examination.</p>											

Whereas the focus of the preceding table is on intended areas of practice, Table 6 (next page) compares the requirements for declared competencies across Canadian jurisdictions. Although these overlap somewhat with the material presented above, Table 6 refers more specifically to the activities and services that an applicant intends to provide, the intended client groups, and the target problems.

The following points should be noted with respect to Table 6:

- < Each jurisdiction has its own format and specific terms. Alberta, for example, refers to primary and secondary areas of competency. In Ontario, the applicant is asked to complete a three-dimensional form (areas x activities x client groups). In Manitoba, only areas of practice are requested (see Table 5), but the list is more extensive than that of other jurisdictions.
- < In British Columbia, a competency declaration is being proposed at this time. The intended form is detailed and complex, in four dimensions: characteristics of clients, age groups, problems, and skills. Consultation with the membership is taking place at the time of writing.
- < In Québec, the Order has approved the change in registration requirements to a competency based doctorate. Given that government approval is pending and that the specifics are not yet available, the writer’s entries in Table 6 are estimates only.

<b>Table 6. Declared competencies intended to specify (in the application for registration forms) the limits of the applicants’ intended areas of practice in psychology</b>											
	AB	BC	MB	NB	NF	NS	NT	ON	PE	QC	SK
<b>Activities/services:</b>											
<b>Assessment</b>	X	prop				X		X		prop	
<b>Psychotherapy</b>								X		prop	
<b>Counselling</b>	X	prop						X		prop	
<b>Clinical</b>	X									prop	

Table 6 (continued from previous page)											
	AB	BC	MB	NB	NF	NS	NT	ON	PE	QC	SK
<b>Activities/serv. (cont'd):</b>											
Interventions						X		X		prop	
Consulting		prop			X	X		X			
Research	X	prop			X	X		X			
Teaching		prop			X	X		X			
Pain management	X										
Administration					X	X					
Professional practice					X					prop	
Program evaluation	X	prop						X			
<b>Client groups:</b>											
Infants						X					
Children	X	prop				X		X			
Adolescents	X	prop				X		X			
Adults		prop				X		X			
Elderly	X	prop				X		X			
Women's/Men's issues	X	prop									
Couples	X	prop						X			
Families	X	prop				X		X			
Organizations	X	prop				X		X			
<b>Target problems:</b>											
Of individuals/groups		prop									
Of organizations		prop									
<p><b>Note:</b> In B.C., a proposed declaration of competencies has been drafted and is undergoing consultation with the membership at this time. In Québec, the entries are estimates, pending implementation of the competency based doctorate.</p>											

**Parts I and II: Concluding comments.** The above comparisons were carried out to facilitate discussion in relation to compliance with the AIT. Therefore, it seems appropriate to end the Parts I and II section of this report with a brief reminder concerning the main AIT responsibilities of regulatory bodies. According to the AIT Guidelines published by the Forum of Labour Market Ministers, Labour Mobility Coordinating Group, these are:

- (a) To remove any provincial or territorial residency requirement.
- (b) To ensure that registration practices do not result in barriers to mobility. Registration requirements must be (1) related principally to competence, (2) published and readily accessible, (3) not result in unnecessary delays, and (4) not impose fees or other costs additional to those imposed for applicants within the jurisdiction.

Note: Some of the inter-provincial/territorial discrepancies observed are not competency based and could indeed result in delays.

- (c) To mutually recognize occupational qualifications and to reconcile differences in occupational standards (this does not require harmonization or the development of a single national standard). Regulatory bodies are expected to (1) assess the occupations and identify commonalities and differences, (2) where the level of commonality is high, agree to mutual recognition, and (3) where commonality is too low, undertake a detailed occupational analysis with a view to developing accommodation mechanisms.

Note: In the writer's opinion, mutual recognition is the preferred approach. Furthermore, some of the observed differences might be readily transformed into commonalities, in the

- (d) To ensure that remaining non-conforming measures (1) achieve a legitimate objective as defined by the AIT, (2) do not unduly impair the access of persons who meet the legitimate objective, (3) are not more mobility-restrictive than necessary in relation to the legitimate objective, and (4) do not create a disguised restriction to mobility. The writer is not convinced that all of the discrepancies identified in this report achieve legitimate objectives as defined by the AIT.

Note: Of the discrepancies noted above, some no doubt achieve a legitimate objective. Others may be historical artifacts.

### PART III: THE PSYCHOLOGY ACTS

The Psychology Acts provide the statutory basis for the regulation of psychology in each Canadian province and in the Northwest Territories. This part of the report provides, for each jurisdiction (listed alphabetically), the most relevant sections of its Psychology Act with respect to registration and the AIT. Where feasible, the writer presents direct quotes (in italics). Incomplete quotes are provided because, while this strategy is not elegant grammatically, it enables the writer to convey a maximum of relevant information in limited space.

#### Alberta:

Note: Alberta has recently passed omnibus legislation called the Health Professions Act (HPA). The required regulations and by-laws are being developed at the time of writing. Proclamation of the new Act, which will replace the current Psychology Profession Act, is expected within a year.

The Psychology Profession Act of Alberta was proclaimed in 1987. It identifies the College of Alberta Psychologists as the body responsible for issuing certificates of registration to chartered psychologists. It provides title protection for chartered psychologists and “registrants (under the Regulations)”, and includes a definition of the practice of psychology. The following sections of the Alberta Act are most relevant for this report:

#### Part 3, 15:

*“An application for registration ... shall not be approved by the Registration Committee unless the applicant”* meets conditions (a) and (b):

- (a) the Universities Co-ordinating Council must approve the academic qualifications as (i) a master’s degree from an approved psychology program or (ii) its equivalent;
- (b) the applicant must meet the character and other requirements in the regulations.

#### Part 7, 59 (2):

*“A regulation under ... (1) does not come into force unless it is approved*

- (a) *by a majority of chartered psychologists ... at a general meeting, or ... in a mail vote ... and*
- (b) *by the Lieutenant Governor in Council”.*

## British Columbia:

Note: In BC, the current Psychologists Act was repealed in August, 1999. The College is functioning at the time of writing under the new HPA but with the old bylaws.

It is anticipated that psychology will be fully under the Health Professions Act, with new bylaws, by the spring of 2000.

Under the new Act it will be possible to create classes of registrants, for example to encompass school psychologists and masters practitioners. A pre-condition for this may be that the government remove the current exemptions (which include psychologists in schools, health boards, and

The Psychologists Act of 1996 identifies the College of Psychologists of British Columbia as the body responsible for issuing certificates of registration to registered psychologists. It provides title protection for registered persons (section 26), and includes a definition of the practice of psychology. The following sections of the Act are most relevant for this report:

- 7 (1) *“The college may make bylaws, not inconsistent with this Act, respecting the following:”*
- (a) *“the registration ... of psychologists”*
  - (b) *the qualifications and standards required for registration ...”*
  - (c) *“the subjects of study, examinations and experience of persons applying ...”*
  - (d) *“the membership ... including different classes of membership ... the qualifications for membership of a class, the registration of ...”.*

## Manitoba:

The Psychologists Registration Act of 1987 identifies the Psychological Association of Manitoba as the body responsible for issuing certificates of registration to psychologists. It provides title protection for persons registered as psychologists. The Act includes a definition of the mental disorder (section 1) and prohibits registrants from treating mental disorders except in association with a medical practitioner (section 12). The following sections of the Act are most relevant for this report:

### Qualifications for membership

- 9 (1) In summary, a doctorate in psychology approved by the University of Manitoba, and the required examinations.
- 9 (2) “... *the council may admit to registration and membership ... a person ... authorized to practice in any other province of Canada or ... country ... if ... after consultation with the University of Manitoba ... the standards ... for admission ... in that other province ... are equivalent to, or higher than ... under this Act*”.

### **New Brunswick:**

The College of Psychologists Act of 1980 identifies the College of Psychologists of New Brunswick as the body responsible for issuing member licences to psychologists. It provides title protection for members as licenced psychologists. The following sections of the Act are most relevant for this report:

- 7 (2) “... ‘*licenced membership*’, ‘*associate membership*’ and ‘*interim membership*’...”.
- 12 (1) “*Applicants ... must hold a graduate degree in psychology ... or its equivalent and must meet the requirements prescribed by by-law*”.
- 12 (2) “*The Registration Committee shall determine the eligibility of applicants ... and will require ... such examination as the council may set or approve ...*”.

### **Newfoundland:**

The Psychologists Act (An Act Respecting the Registration of Psychologists) of 1985 identifies the Newfoundland Board of Examiners in Psychology as the body responsible for issuing registration certificates to registered psychologists. It provides title protection for registered psychologists. The following sections of the Act are most relevant for this report:

- 9 “*The registrar shall register ... where the board is satisfied that the applicant*  
(a) *holds a doctoral degree in psychology from ... institution approved by the board or the equivalent ... acceptable to the board;*



- (b) ... 1 year of ... experience ... acceptable to the board ... after the doctoral degree or equivalent ...;
- (c) has passed an examination required by the board; ... “.

10 This clause is a 15-year transitional registration provision for holders of master’s degrees, which is due to expire on July 11, 2001.

11 This is a provisional registration provision which allows practice and title use for a period of up to 1 year.

- 17 “Subject to the approval of the minister, the board may make regulations respecting
- (b) procedures respecting applications for registration ...;
  - (c) examinations of applicants ...;
  - (d) the issuing ... of certificates of registration ...”.

### **Northwest Territories:**

The Psychologists Act of 1998 identifies The Association of Psychologists of the Northwest Territories as the body that may exercise the powers granted by the Act. The following sections of the Act are most relevant for this report:

- 2. *The Minister shall appoint a Registrar who shall have the powers and perform the duties set out in this Act and the regulations.*
- 3. (1) *The Registrar shall maintain*
  - (a) *a Psychologists Register ...; and*
  - (b) *an Interns Register ... .*
- 4. (1) *The Association of Psychologists of the Northwest Territories ... shall perform the duties and may exercise the powers granted to the Association by this Act.*
- 5. (1) *An application ... made in writing to the Registrar.*
  - (2) *... the Registrar shall meet with representatives of the Association and review the application and supporting documentation.*
  - (3) *After completing a review of the application, the Registrar and the representatives ... shall each make a recommendation to the Minister as to the*

*eligibility of the applicant ...*

(4) *... the Minister shall decide ... and shall consider the recommendations ... in arriving at this decision.*

6. (1) *Subject to this section, an applicant*

(a) *who has*

i *received from a Canadian university a masters degree in psychology,*

ii *received from a university a degree equal in content to a masters degree in psychology from a Canadian university, or*

iii *received a degree from a university and subsequently taken graduate work that together are equal in content to a masters degree in psychology from a Canadian university,*

(b) *who ... is of good character,*

(c) *whose name has not been struck from the ... Register of any other jurisdiction, without a subsequent reinstatement, and*

(d) *who is not under suspension ... in any other jurisdiction,*

*is entitled to be registered in the Interns Register ... .*

(2) *Where the ... degree is from outside Canada, the Minister ... may require that an examination be taken ... .*

7. (1) *Subject to this section, an applicant who*

(a) *satisfies ... section 6, and*

2. *has gained a year of practical psychology experience after ... the degree is entitled to be registered in the Psychologists Register ... .*

(2) *On the recommendation of either the Registrar or the Association, the Minister may require ... an examination ... .*

(3) *Experience gained under the supervision of a licensed psychologist while in the employ of the Government of the Northwest Territories or the Government of Canada is practical psychology experience for the purpose of this section.*

9. *The Minister, on the recommendation of the Association, may exempt an applicant from ... 6(1)(c) and (d) and 7(1)(b).*

## **Nova Scotia:**

The Psychologists Act of 1980 identifies the Nova Scotia Board of Examiners in Psychology as the body responsible for issuing registration certificates to registered psychologists. It provides title protection for registered psychologists and for persons on the Register of Candidates. The following sections of the Act are most relevant for this report:

10 (1) *“Subject to the approval of the Governor in Council, the Board may make regulations respecting*

1. *procedures to be followed with respect to applications ...;*
2. *examinations of applicants ...”.*

12 *“... the Board*

- (a) *shall register ... where the Board is satisfied that the applicant*
  - (i) *... doctoral or equivalent degree in psychology ... approved by the Board;*
  - (ii) *... two years of professional experience ... at least one after ... doctoral or equivalent degree ...*
  - (iii) *has passed the examinations required by the Board ...”.*
- (b) This clause refers to the registration of master’s applicants with at least six years of acceptable experience who have also passed the examinations.

### “Extra-provincially Licensed Psychologist”

13 *“The Board may waive ... all or part ... where an applicant*

- (a) *holds an ABEPP diploma; or*
- (b) *holds a certificate of registration as a psychologist from another province ... the standards of which are deemed by the Board to be at least equivalent to the standards required by clause (a) of section 12”.*

## **Ontario:**

It was beyond the scope of this report to review the Regulated Health Professions Act (1991) or the Health Professions Procedural Code set out in Schedule 2 to the RHPA. The profession-specific Act is The Psychology Act, 1991, which was proclaimed in December, 1993. The Act identifies the College of Psychologists of Ontario as the body responsible for issuing certificates of

registration to psychologists and to psychological associates. It provides title protection, includes a definition of practice, and authorizes members, subject to terms, conditions or limitations imposed on their certificates of registration, to communicate a (psychological) diagnosis. The following sections of the Act are most relevant for this report:

- 4 “... a member is authorized, subject to ... limitations ... on ... certificate of registration, to communicate a diagnosis identifying, as the cause of a person’s symptoms, a neuropsychological disorder or a psychologically based psychotic, neurotic or personality disorder”.

### **Prince Edward Island:**

The Psychologists Act of 1990 identifies the Prince Edward Island Psychologists Registration Board as the body responsible for issuing registration certificates to persons registered as psychologists. Sections 2 to 5 of the Act pertain to the Psychological Association of Prince Edward Island, while the subsequent sections pertain to the registration Board. The Act provides title protection for psychologists, and includes a definition of the practice of psychology. The following sections of the Act are most relevant for this report:

- 8 “The Board, after consultation with the Association, may make regulations ... upon approval by the Lieutenant Governor in Council”.

- 9 (1) “A person seeking to be registered shall ... provide proof of
- (c) ... Doctoral degree ...
    - (a) in ... psychology, or
    - (b) a program essentially in, or closely related to, ... psychology ... with successful completion of ... supplementary courses ... equivalent;
  - (d) ... professional experience as may be prescribed;
  - (e) ... examinations as may be prescribed;
  - (f) knowledge and acceptance of prescribed ethical guidelines and standards of practice;
  - (g) currency of professional knowledge and skills ...; and
  - (h) good standing under any existing ... registration ...”.

- 9 (3) This clause provides an exemption enabling master’s persons in government, hospitals, schools or structured settings approved by the Board to continue to seek registration.

11 *“The Board may ... grant a special certificate ... for unusual circumstances, notwithstanding that the eligibility requirements may not be entirely met”.*

**Québec:**

In Québec, which has droit civil rather than common law, the law governing all professions is The Professional Code (Code des professions, L.R.Q., chap. C-26). It identifies L'ordre professionnel des psychologues du Québec (OPQ) as the regulatory body for psychology, and provides title protection (article 36). The following section is most relevant for this report:

article 184

According to this section, the government may, by regulation, determine which undergraduate and graduate diplomas issued by educational institutions give access to registration in the profession, after consultation with the College (l'Ordre) in question. (Please see the Regulations section of this report).

A separate Québec law, the Loi sur les établissements d'enseignement de niveau universitaire (1989), lists the Québec universities which issue the diplomas that may lead to registration according to the regulations stemming from article 184 of The Professional Code. (This law does not list or refer to institutions outside the province).

**Saskatchewan:**

The current Act in this province is the 1962 Registered Psychologists' Act. It recognizes the Saskatchewan Psychological Association as the combined regulatory/societal Association. It provides title protection, and includes exemptions for persons employed as “Psychologists” by the provincial or federal governments, school boards and local Health Boards. Under this Act, the entry requirements for registration are:

- (a) a doctoral degree in psychology from a university approved by the University of Saskatchewan;
- (b) a written examination: the EPPP, with a minimum score of 70%;
- (c) an oral ethics and legal practice exam; and
- (d) three letters of reference from persons who are registered psychologists.

## PART IV: REGISTRATION REGULATIONS AND BY-LAWS

Regulations and by-laws are typically made by the regulatory Boards, subject to approval by the provincial/territorial government. Some Boards appear to have greater autonomy than others in this regard, and some must consult their membership or provincial Association before seeking government approval.

The most relevant regulations and by-laws with respect to registration and the AIT are presented below.

### Alberta:

Note: Alberta has recently passed omnibus legislation called the Health Professions Act (HPA). The required regulations and by-laws are being developed at the time of writing. Proclamation of the new Act, which will replace the current Psychology Profession Act, is expected within a year.

The current Bylaws of the College (under the Psychology Profession Act), published in its web page, were revised in September, 1999. The following are special interest respecting registration and the AIT:

- 16.1. Regulations are approved by mail vote of the eligible members, and by the Government. Bylaws are approved by a vote in Council.

Note: Under HPA, members will not be required to vote on regulations or by-laws.

- 19.1. There are two main categories of members: Chartered psychologists and psychological assistants.

Note: In addition, there are “provisional psychologists” and “courtesy registrants”. In the new Act there will also be “non-practising” members.

27. Application for registration as chartered psychologists, provisional psychologists, or psychological assistants must include the following:

- (a) Fee
- (b) Original and current security clearance certificate
- (c) Three letters of reference
- (d) Supervision plan (provisional psychologists)
- (e) Supervisor's evaluation reports (provisional psychologists)
- (f) Request for waiver of supervision hours (if relevant)
  - < Note: *"Applicants ... registered ... in another jurisdiction who ... practiced independently for ... two years may apply to have the supervision requirements for chartering waived"*.

28. Registered psychological assistants may engage in specific aspects of the practice of psychology under the supervision of a chartered psychologist.

30. Examinations: Chartered psychologist applicants *"must successfully complete the ...EPPP ... must obtain a mark of 70% or more... . After passing the EPPP ... must ... pass an oral examination administered by the College"*.

31. Criteria for evaluating the academic credentials of psychologist applicants include:

- < A graduate degree from a recognized or approved institution
  - (a) With thesis, 60 psych. course credits, of which 30 at graduate level
  - (b) Without thesis, 72 psych. course credits of which 36 at graduate level
  - (c) Graduate course work:
    - < Ethics, research methods, stats. & psychometrics
  - (d) Substantive areas (grad. Or senior undergrad.):
    - < Biological, cognit./affect., social bases, indiv. differences

32. Criteria for evaluating the academic credentials of psychological assistant applicants include:

A bachelor's degree in psychology from a recognized or approved institution, including a minimum of five full-year psychology courses, with at least ½ course in applied psychology, and ½ course in statistics and psychometrics.

## British Columbia:

Note: The bylaws under the new Health Professions Act are in the final draft stages, for approval in the spring of 2000. The new bylaw will not include the equivalent qualifications stated below for the current bylaw. A temporary registration is envisaged in the form of a 30-day permit to practice for psychologists registered in another jurisdiction.

The published Bylaws and Rules of the College reviewed for this report are dated September, 1998. The following are of special interest respecting registration and the AIT:

### Bylaws

- 3.1. *“... the Board shall register ... any applicant who:*  
*Has passed the examinations prescribed by the Board and either*
- < holds a doctoral degree ... from ... approved by the Board, or*
  - < possesses equivalent qualifications ... deemed by the Board to be acceptable in lieu of the doctoral requirement; and*
  - < ... one year of supervised experience ... acceptable to the Board; and*
  - < Submits evidence satisfactory to the Board that he or she has complied with the ethical and professional standards of any jurisdiction in which the applicant has previously practised ...”.*

### Rules

7. Examinations: Applicants must take the EPPP and obtain 65%, unless it was passed elsewhere with 65%+. An oral is taken after passing the EPPP.

## Manitoba:

In Manitoba, By-Law No. 2, Regulation 426/1988, filed in October 1988, pertains to registration. The following are of special interest respecting the AIT:

- 1 The practice of psychology includes the *“diagnosis ... of adjustment problems and emotional and mental disorders ... “.*



- 2 (3) *“The Council shall evaluate every application on the basis of the education and the experience requirements ... and ... of the examination procedure ...”.*
- 3 This section details the application procedure. Applicants must submit an application form, official transcripts, references, and fee. Every applicant [section 3 (4)] must provide sufficient information about his/her education, experience, and skills.
- 4 (1) *“Every person who applies for registration as a Member shall ... doctoral degree from ... institution approved by the University of Manitoba ... content of which is primarily psychological”.*
- 4 (2) The program must be in a psychology department or recognized as graduate training in psychology.
- 4 (3) In all cases the program must meet the ASPPB educational standards, as adopted by Council from time to time.
- 5 This section requires two years of full-time supervised experience, of which one may be pre-doctoral, and none may be in private practice.
- 6 This section deals with examinations. It permits Council to determine the form of the examinations administered and allows for variability across applicants. For example, the EPPP is suggested but not mandated as the written examination. Examinations may include a written exam, a work sample, and an oral exam. Even though section 6 (1) appears to mandate an examination, the writer believes that in the case of AIT applicants the Council could consider the out-of-province exams taken in another jurisdiction as *“satisfactory to Council”*.
- 9 (1) *There shall be a class ... called Associate Membership”.*
- 9 (2) *“Associate Members shall be referred to by the title Psychological Associates”.*
- 9 (3) According to this section, Psychological Associates must:
- (a) Hold a master’s degree in psychology and have two years of acceptable supervised experience (usually post-master’s with a psychologist); or

- (b) Have been registered in a jurisdiction outside the province with equivalent or higher standards; or
- (c) Meet the requirements for Member registration but have not yet met the examination requirement.

9 (5) In addition, Council may require Psychological Associate applicants to pass an examination.

**New Brunswick:**

The By-Laws and Guidelines of the College of Psychologists of New Brunswick were consolidated in November, 1997. The following are of special interest respecting the AIT:

- 2. (1) *In addition to the classes of membership created by the Act, there shall be the following classes of membership: (a) student membership; and (b) honorary membership.*
  
- 3. *Licensed membership*
  - (1) *In sections 3 and 4*
    - (a) *“degree” means ... based upon a program the content of which is primarily psychological ... ;*
    - (b) *“work experience” ... acceptable to the Registration Committee.*
  - (2) *In addition to licenses granted under the Act, and subject to subsection (3), a license shall be granted to applicants who meet ... :*
    - (a) *... examinations required by the Registration Committee; and either*
    - (b) *i hold a Doctoral Degree in Psychology; and*
      - ii *... one year of supervised work experience; or*
    - (c) *i hold a Graduate Degree in Psychology; and*
      - ii *... 4 years of supervised work experience.*
  - (3) *The Registration Committee, in its discretion, may waive one or more examinations of applicants and may license applicants where the applicants:*
    - i *hold a degree; and*
    - ii *have been certified, licensed, or registered by ... the standards of which, at the time of the applicant’s registration in such ... are deemed to be equivalent of the standards established by the Act and By-Laws.*

4. *Interim membership*

*In addition to interim membership established by the Act, applicants who meet the requirements for licensed membership with the exception of:*

- 1. the work experience; or*
- 2. the examinations ...; or*
- 3. both (a) and (b)*

*shall be granted interim membership.*

5. *Associate Membership*

*In addition to the Associate Membership established by the Act, persons who ... have ... Undergraduate Degree in Psychology or its equivalent ... may be granted Associate Membership.*

46.(c) *The Registration Committee shall submit all guidelines for licensing pertaining to educational requirements, supervision requirements and examination requirements to Council and to the College for approval.*

Note: The above excerpts are from the general by-laws of New Brunswick. In addition, there is a detailed Registration By-Law, which prescribes among other things the application procedure, the documents to be submitted by applicants, procedures for the written examination (the EPPP), and the 65% passing score on the EPPP.

**Newfoundland:**

The Psychology Regulations under the Psychologists Act (O.C. 96-941) are dated 1996. The following are of special interest respecting the AIT:

12 (1) *An applicant who holds a certificate of registration as a psychologist from another Canadian registering body ... may have all or part of the requirements of these regulations waived ... provided ... the standards of the registration are ... at least equivalent of the standards required by the act and by these regulations”.*

12 (2) *“An applicant seeking the waiver shall send original supporting documentation to the board with his or her application”.*

14 (2) *“Where it considers that examinations are required ... the board may ... carry out those examinations”.*

35 *“Before making substantive amendments to these regulations, the board shall consult with the Association of Newfoundland Psychologists”.*

### **Northwest Territories:**

Section 20 of the Psychologists Act states that *“on the recommendation of the Minister, the Commissioner may make regulations carrying into effect the provisions of this Act ...”.*

### **Nova Scotia:**

The regulations and guidelines are published in the Handbook, 1980. The following are of special interest respecting the AIT:

#### Degrees in Psychology:

- 1 Between 1980 and 1984, *“a master’s, doctoral or equivalent degree based on a programme ... primarily psychological ... from an ... institution approved by the Board. The applicant’s training must include adequate background in psychological theory and supervised practicum, internship, field or laboratory training appropriate to psychology”.*
- 2 After 1984, the following additional requirements apply:
  1. *“... integrated, organized sequence of study ... psychology programme ... majority of its faculty ... psychologists”.*
  2. *“The faculty ... have clear authority and primary responsibility ...”.*
  3. *“... body of resident students ... but if this criterion is not met, the discretion of the Board will determine the programme’s acceptability”.*
  4. *“... curriculum ... appropriate to psychology”.*
  5. *“Admission to the graduate programme must require a preparatory degree in psychology or appropriate equivalent study”.*

Professional experience:

- 4 This section lists the areas acceptable to the Board (evaluation, interventions, research/teaching, consultation, programme development of services, and supervision of services), and provides examples of acceptable versus not-acceptable experience.
- 6 “... *the following supervision conditions apply to all candidates.*  
*The applicant must have worked under the supervision of*  
< *a psychologist, registered in Nova Scotia, ... acceptable to the Board,*  
*or*  
< *another person deemed appropriate by the Board, from Nova Scotia or another jurisdiction”.*
- 8 “*The Board may consider part time work as acceptable experience on an appropriately prorated basis”.*

Examinations:

- 13 “*The Board has established 70 per cent as the passing mark for the written examination for professional practice in psychology”.*

Amendments to guidelines:

- 17 “*Before amending these guidelines, the Board will consult with the Association of Psychologists of Nova Scotia”.*

**Ontario:**

The Registration Regulation (Ont. Reg. 533/98) came into effect October 17, 1998. The following are of special interest respecting the AIT:

- 1 (1) Six classes of certificates of registration:
- 1) Psychologist authorizing autonomous practice;
  - 2) Psychologist authorizing interim autonomous practice;
  - 3) Psychologist authorizing supervised practice;
  - 4) Psychological Associate authorizing autonomous practice;

- 5) Psychological Associate authorizing interim autonomous practice; and
- 6) Psychological Associate authorizing supervised practice.

2 Four status possibilities:

- 1) Regular;
- 2) Inactive (not practising in Ontario);
- 3) Academic (not providing intervention, assessment or consultation to persons or organizations and not supervising persons in providing these services); and
- 4) Retired (not practising in Ontario).

3 (2) *“A person may not apply for ... inactive, academic or retired status unless ... holds ... regular status”.*

4 The applicant for any certificate must: provide details of any conviction for a criminal offence or any offence related to the regulation of the practice of the profession; report any finding of misconduct, incompetency or incapacity; report any current proceeding for misconduct, incompetency or incapacity; speak and write English or French; and be a Canadian citizen, resident, or authorized to practice under the Immigration Act (Canada).

5 (1) The non-exemptible registration requirements for a psychologist (autonomous practice) are:

1 *“The applicant must*

- i ... doctoral degree from a program ... primarily psychological ...,*
- ii ... postdoctoral supervised practice as required in the guidelines ...,*
- iii ... written and oral examinations that the College requires, and*
- iv ... all further ... training or experience ... if ... insufficient ... for autonomous practice ...”.*

2 *“The applicant must have attended the interview conducted by the Registration Committee and passed the examination on legislation and regulation requirements ... if ... registered continuously ... in good standing and ... practising psychology continuously for the five years preceding ... the application in a jurisdiction with which ... written reciprocity agreement”.*

- 5 (2) The non-exemptible registration requirement for a psychologist (interim autonomous practice) is: “... *registered continuously ... in good standing and ... practising psychology continuously for the five years preceding ... the application in a jurisdiction,*
- (a) ... *with which ... written reciprocity agreement; or*
  - (b) *that has requirements substantially equivalent to those of the College ...”.*
- 5 (6) The **regular stream** non-exemptible registration requirements for a psychological associate (autonomous practice) are:
- 1 “*The applicant must*
    - i. ... *master’s degree from a program ... primarily psychological ...,*
    - ii. ... *four or more years of experience as required in the guidelines ...,*
    - iii. ... *supervised practice as required in the guidelines ...,*
    - iv. ... *written and oral examinations that the College requires, and*
    - v. ... *all further ... training or experience ... if ... insufficient ... for autonomous practice as a psychological associate”.*  - 2 “*The applicant must have attended the interview conducted by the Registration Committee and passed the examination on legislation and regulation requirements ... if ... registered continuously ... in good standing and ... practising psychology continuously for the five years preceding ... the application in a jurisdiction with which ... written reciprocity agreement”.*
- 5 (7) The non-exemptible registration requirement for a psychological associate (interim autonomous practice) is: “... *registered continuously ... in good standing and ... practising psychology continuously for the five years preceding ... the application in a jurisdiction,*
- (a) ... *with which ... written reciprocity agreement; or*
  - (b) *that has requirements substantially equivalent to those of the College for a certificate of registration for a psychological associate authorizing autonomous practice”.*
- 6 (3) “... *a certificate ... for a psychologist or a psychological associate ... interim autonomous ... expires six months after ...”.*

## Prince Edward Island:

The Registration Regulations (No. EC181/91) were approved in March, 1991. The following are of special interest respecting the AIT:

- 1 (e) *“standard examination means an examination sanctioned by the Association of Psychology Regulatory Boards”.*

### Initial registration:

- 2 This section requires an applicant to submit information including the following:
- (a) *“a description of the basic professional education program ...;*
  - (b) *... proof of successful completion ... official transcripts ...;*
  - (c) *... related or subsequent educational qualifications ...;*
  - (d) *a description of professional experience ... and means of contacting the supervisor or consultant;*
  - (e) *an outline of ... further ... practice, if applicable;*
  - (f) *evidence of current registration in another jurisdiction, if applicable;*
  - (g) *evidence of passing a standard examination, with date, if applicable;*
  - (h) *evidence of ... refresher program, if applicable; ... “.*
- 5 *“ ... professional education ... an applicant shall successfully have completed*
- (a) *a doctoral or master’s ... specifically in psychology ... Canadian university;*
  - (b) *a doctoral or master’s ... meets the criteria adopted by CPAP (see Schedule);*  
*or*
  - (c) *a doctoral or master’s ... close to meeting the criteria of the said Schedule ... meets guidelines 1 to 9, excepting 2, and ... 80% of ...10, together with supplemental courses or other work that the Board may direct, or a standard examination”.*
- 6 Professional experience: This section requires two post-master’s years of experience under *“some form of supervision or advisory consultation”*, preferably by a registered psychologist.
- 7 *“ ... the Board ... shall conduct an interview or administer a test ... ethical guidelines and standards of practice prescribed in law”.*



- 8 Persons applying 5+ years post-graduation must have actively practised 900+ hours in the 5 years or 450+ in the past 3 years, completed a refresher program in the past 3 years, or completed a standard examination in the past 3 years.

Special certificate:

- 10 This clause enables the Board to issue a special certificate without requiring all of the above documentation to a person “... *comparably registered in another jurisdiction recognized by the Board ... for ... brief period of practice or under such other unusual circumstances as the Board may determine*”.

Summary of Schedule - ‘graduate degree in psychology’ (CPA/APA accredited: OK)

1. Recognized institution.
2. Psychology program.
3. The program is a coherent entity.
4. Integrated sequence of study.
5. The majority of faculty members are psychologists, and have program authority.
6. Body of students.
7. Practicum, internship, field or laboratory training.
8. Following appropriate undergraduate studies.
9. 1+ f-t academic year for master’s or additional 2+ for doctorate.
10. Curriculum includes ethics, research methods, statistics and psychometrics, and the foundations: biological, cognitive-affective, social, and individual differences.

**Québec:**

Three regulations are especially important with respect to the AIT: The regulation on diplomas that may lead to registration under the Code of the Professions; the regulation on criteria for registration; and the regulation on equivalences.

Regulation on diplomas

According to the *Règlement sur les diplômes ... par les établissements ... qui donnent droit aux ... certificats ... des Ordres professionnels*, there are lists of both the undergraduate and graduate diplomas that may lead to psychologist registration in Québec. The graduate diplomas are

as follows:

- a) M.Ps. Or Ph.D. in psychology (research/interventions) - *Université de Montréal*;
- b) M.A. (Applied Psych.) or Ph.D. (Clin. Psych.) - Concordia University;
- c) Ph.D. (Clin. Psych.) - McGill University;
- d) M.A. (Psych.) - *Université du Québec à trois Rivières*;
- e) M.A. or M.Ps. (Psych.) or Ph.D. (Psych. - research/interventions) or D.Ps. (Psych.) - *Université du Québec à Montréal*;
- f) M.Ps. (Human Relations) - *Université de Sherbrooke*;
- g) M.Ps. (Psych.) - *Université Laval*.

N.B. The preceding diplomas, according to the regulation, must be preceded by one of the undergraduate diplomas listed in the regulation. In reality, the Order tells the Office of the Professions which diplomas meet the criteria for registration.

#### Regulation on criteria for registration

The regulation does not require internship (note, however, that all graduate diplomas above include pre-degree practicum and internship) or examinations. It does, however:

- < require applicants to pass a 45-hour ethics course offered by the Order (l'Ordre), which is offered once a year and deals with the relevant Québec legislation and regulations (unless a course specifically for the Québec context was taken in university); and
- < define an applicant as a person who holds the diplomas that may lead to a certificate (as listed in regulation) or recognized equivalence with respect to diplomas and/or training.

#### Regulation on equivalences

This complex regulation is for applicants whose professional education and training in psychology was obtained outside Québec. In effect, equivalence of education and training is granted if, based on a review of the transcripts, the Order that the same criteria are met as those of the approved Québec undergraduate and graduate programs. If some aspects are lacking, the candidate may be required to take additional courses or internship. Equivalence requires the following:

- < Knowledge equivalent to that acquired on completion of the Québec bachelor's and master's, or bachelor's and doctorate, totaling 135 credits of courses, practica, internships and supervised training. More specifically
- (a) A minimum of 105 credits pertaining to the following areas and distributed as follows:
- |  |            |
|--|------------|
| Biological bases of behaviour -                      | 9 credits  |
| Cognitive and affective bases of behaviour -         | 9 credits  |
| Social bases of behaviour -                          | 9 credits  |
| Individual and developmental bases of behaviour -    | 9 credits  |
| History and systems -                                | 3 credits  |
| Statistics -   | 3 credits  |
| Psychometrics -                                      | 3 credits  |
| Scientific method -                                  | 3 credits  |
| Ethics and professional issues -                     | 6 credits  |
| Evaluation, diagnosis, and psychological treatment - | 51 credits |
3. 600+ hours of internship, supervised training and practica, including 250+ hours of direct contact with clients and 125+ hours of supervision.

Note: In the past, this regulation has proved difficult to interpret as it applies to individual cases. Two recent developments strongly suggest that this will be modified in the near future, as follows: (1) The Council of the Order has recently voted acceptance of a task force recommendation to adopt the doctoral standard for registration, based on a Psy.D. competency based model. (2) Assuming a transition period toward the doctoral standard, the Order has requested a change in the equivalence regulation. If approved, it would provide greater flexibility during the transition years, so that only

### **Saskatchewan:**

At the time of writing the new registration regulation was not available, since the 1997 Act had not yet been proclaimed.

\*\*\*\*\*

## REFERENCES

### Alberta

Psychology Profession Act Chapter P-25.01 (Part 3 - Registration)  
College of Alberta Psychologists Bylaws - #10 to 13, 16, 21, 27 to 32  
Oral examination: application form and guidelines  
Application for registration as a chartered psychologist  
Application for evaluation of academic credentials of candidates  
Criteria used in evaluating the academic credentials

### British Columbia

Psychologists Act (1996 - Chapter 381)  
College Bylaws and rules  
Ethical standards (1985) and Standards for Providers (1978)  
Application for registration instructions

- Letter to members regarding competency declaration to practice
- Application for registration
- Fee schedule
- Exam cut-off dates
- Reference form
- Course documentation form
- Board guidelines for evaluating applicant credentials
- Board guidelines for supervised experience
- Suggested literature for the oral examination
- Authorization for criminal records search
- Practice area declaration for the oral

### Manitoba

The Psychologists Registration Act (Chapter P190)  
Registration regulation 426 / 1988  
General national training requirements (doctoral, based on “old” APA guidelines)  
Registration requirements: Psychologist, Psychological Associate  
Registration requirements: Educational  
Application for registration form (for Psychologist and Psych. Assoc.)  
Reference form

### **New Brunswick**

The College of Psychologists Act 1980 Chapter 61  
The By-Laws and Guidelines of the College  
The Member's Handbook  
Instruction sheet regarding application for membership  
Application form, Reference form

### **Nova Scotia**

Handbook (3<sup>rd</sup> edition)  
Act  
Regulations  
Guidelines  
Ethics  
Standards  
Letter to applicants  
Kit for psychologist applicant  
Application form  
Application guide  
Declaration of competence form  
Supervisor's consent form  
Guidelines: sexual misconduct  
Supervised professional experience  
Gaps in supervision  
Interpretation of guidelines on academic and Faculty credentials  
Confirmation of doctoral program supervision  
Clinical internships acceptable to the Board  
Handbook (see above)  
Reference form

### **Newfoundland**

An Act respecting the registration of psychologists 1985 Chapter P-34  
Psychology Regulations under the Act  
Letter to applicant with information sheets  
Application for registration  
Referee's form  
Assessor's form

## **Northwest Territories**

- The Act and Regulation
- Requirements to apply for a psychologist license
- Application for registration
- Reference form

## **Ontario**

- Psychology Act (1991, proclaimed 199 under RHPA)
- Registration Regulation
- Reciprocity provisions
- RHPA (general info.)
- Application for registration (Psychologist, Psych. Assoc.)
  - Application forms
  - Attachments to application forms (including)
    - Guidelines for supervision
    - Examinations information
    - Memo to applicants
    - Application checklist and notes/definitions of practice areas
    - Primary supervisor's agreement
    - Directions for supervisors
    - Supervisor's work appraisal form
    - Note on communication of psychological diagnosis
    - Applying for removal of limitation regarding diagnosis
- Directory of Members, which includes:
  - Psychology Act 1991
  - Regulations
  - Guidelines for Certificates of Registration: Psychologist, Psych. Associate
  - Academic requirements
  - List of professional standards documents

## **Prince Edward Island**

- Laws of Prince Edward Island
  - Psychologists Act
  - Standards and Discipline Regulations
  - Rules of Conduct
  - Canadian Code of Ethics

Practice Guidelines for Providers (CPA)

Application form

Report of supervision of professional work

**Québec**

Regulations for equivalence of diplomas and of training

Summary of membership criteria, reciprocity paragraph

Requirements and procedures for admission

Application form

Processus d'admission: Ordre des psychologues du Québec (Web site)

Formulaire de demande

**Saskatchewan**

Summary of current regulations for registration as psychologist, and information provided by e-mail to the writer

(Note: the 1997 Act, which creates the Saskatchewan College of Psychologists, was not yet proclaimed at the time of writing, pending completion of the bylaws, and was not available to the writer)

**Other documents consulted:**

Evans, D.R. (1997). The Law, Standards of Practice, and Ethics in the Practice of Psychology. Toronto: Emond Montgomery, chapter 2, section 5.

Agreement on Internal Trade: Guidelines for Meeting the Obligations of the Labour Mobility Chapter (no date). Ottawa: Forum of Labour Market Ministers, Labour Mobility Coordinating Group.

\*\*\*\*\*