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Vol. 33• N° 2

Spring 2021

PRESIDENT'S REPORT: Carol Shirley, M.A., R. Psych



Carol Shirley, R. Psych.
President

It has been an interesting year at APNS. As we work internally on our strategic planning and psychology-based initiatives, I

have realized how my role as President is a small part of something much bigger. There are many of our members who also dedicate their time and energy to a greater cause. I am very grateful to those of you who contribute to APNS and who work to support both the profession of Psychology and the people we serve.

My eyes have been opened to the fact that our province, like others, is experiencing a shortage of Psychologists. We, at APNS, have been looking and talking about capacity and funding in existing educational programs and the potential of possible future programs but unfortunately, the need for Psychologists is now.

What is the answer? I am not sure but think we should encourage this discussion. For example, I do believe that many almost-qualified professionals, (often immigrants) would benefit from a bridge program. A bridge program such as one through which potential psychologists would be advised to take the specific courses missing from their degrees which, when

completed, would allow for their registration. Perhaps, a bridge program would also be a step toward diversifying the face of Psychology promoting inclusion and eliminating barriers.

COVID-19 has been a game changer in many ways. Although some individuals and groups are excelling many others are suffering. There is collective grief and fear, our social frameworks are strained and the need for compassionate solutions moving forward is evident. I'm curious to see what the history books will say when we read about the pandemic of 2020-21 in 20 years.

What does the future of Psychology look like to you? Where are we headed? These are the issues we need to talk about.

Ending on a positive note, I would like to thank the members of the APNS Executive including staff Susan Marsh and Sara Brushett for their guidance and support during my term as President. I am excited to continue to volunteer with APNS and to work to complete my commitment of three years on the Executive Committee. I will move into the role as Past President and welcome Jenn Richards as our new President.

Blessings
Carol

APNS COVID-19 Survey Part 2: Where are we now?

A year ago APNS conducted a survey on how the pandemic affected its members. The goal of this COVID Part 2 Survey is to get a sense of how things have changed for you since this time last year. Where are we now and how have psychologists adapted?

We hope you will consider participating. Here is the link:

<https://form.simplesurvey.com/f/s.aspx?s=0d4e1941-04e9-476d-b7ce-22efe98097cd>

If you have any questions or problems with this survey, please contact apns@apns.ca

Member Statistics at April 30, 2021

Type	2019-20	2020-21	change
Full	472	490	+28
Retired/Inactive	13	16	+3
In Absentia	4	6	+2
Student	17	17	0
Honourary	7	7	0
	513	536	+33 net

ANNUAL GENERAL MEETING MINUTES - June 26, 2020

Present: Executive Committee: Jeannette Kennedy (President), Bev Butler (Past President), Carol Shirley (President Elect), Shelley Goodwin (Treasurer), Todd Leader (Secretary), Kat Merwin, Sarah Peverill (Student Reps), Toni Campagnoni (Member-at-Large), Tammy Piers, Elaine Ply, Jennifer Richards, Meghan Rossi (incoming Executive Committee members).

Staff: Susan Marsh (Executive Director); Sara Brushett. Members: Harpreet Aulakh, Marcie Balch, Sara Bartel, Gordon Butler (NSBEP), Jacquie Cohen, Victor Day, Erin Dempsey, Mariam Elgendi, Joanne Gillespie, Ayala Gorodzinsky, Joanne Gusella, Brenda Harrop, Heather Higgins, Erica Lundberg, Farley MacLeod, Cornelia Melville, Lydia Muyingo, Kim O'Connor, Patrick O'Neill, David Pilon, Sherry Stewart, Bally Thun, Michael Vallis, Ena Vukatana, Seth Wahlin-Stern, Julie Wershler, Christiane Whitehouse.

Non-member guest: Sarah MacLaren (Executive Director, LOVE NS).

Minutes taken by Todd Leader, APNS Secretary

This meeting was conducted on Zoom.

1.0 Call to Order

Meeting called to order at 1:00 p.m. by Jeannette Kennedy

2.0 Approval of Agenda

MOTION: to approve Agenda as presented. (Bev Butler/Kim O'Connor - Carried.)

3.0 Approval of Minutes, May 24, 2019, as published and circulated in *Nova Scotia Psychologist*, 32(2), p. 3.

MOTION: To accept minutes as presented. (Victor Day/David Pilon - Carried.)

4.0 Business Arising

Proposed Amendments to the APNS Constitution (as published and circulated in *Nova Scotia Psychologist*, 32(2), pp. 4, 5.

MOTION: To accept the amended as presented. (Bev Butler/Toni Campagnoni - Carried.)

5.0 President's Report – Jeannette Kennedy

MOTION: To accept the Report as presented. (Todd Leader/Bev Butler - Carried.)

6.0 Treasurer's Report & Proposed Budget (as circulated by e-mail on June 22, published in *Nova Scotia Psychologist*, 32(3), p. 6. Presented by Shelley Goodwin, Treasurer. No questions.

MOTION: To accept the Treasurer's Report as presented. (Shelley Goodwin/Todd Leader - Carried.)

7.0 Auditor's Report (as circulated by e-mail on June 22). Presented by Shelley Goodwin, Treasurer. Lyle, Tilley, Davidson have deemed all accounts to be in order.

MOTION: To accept the Auditor's Report. (Shelley Goodwin/Bev Butler - Carried.)

8.0 Committee Reports (as published in the *Nova Scotia Psychologist*, 32(2), pp. 9 - 18.

MOTION: To accept Committee Reports and presented. (Cornelia Melville/Pat O'Neill - Carried.)

9.0 Election of Officers - Presented by Lynne Robinson (Chair of Nominations & Elections Committee). An election was held for the Student Rep position. The successful nominee was Meghan Rossi. All other nominees were acclaimed. Published in *Nova Scotia Psychologist*, 32(2), p. 5.

- President – Carol Shirley
- Past President – Jeannette Kennedy
- President Elect – Jennifer Richards
- Student Rep – Kat Merwin, Meghan Rossi
- Secretary – Todd Leader
- Member-at-Large – Toni Campagnoni
- Member-at-Large – Tammy Piers
- Member-at-Large (HR) – Elaine Ply

MOTION: To accept the new Executive as presented. (Lynne Robinson/Toni Campagnoni - Carried.)

10. New Business

10.1 Appointment of Auditor for 2020-2021 - Presented by Shelley Goodwin (Treasurer).

MOTION: To approve the appointment of Lyle, Tilley, Davidson and Auditor for 2020-2021. (Shelley Goodwin/Kim O'Connor – Carried.)

10.2 Appointment of Electoral Officers for 2020-2021. Presented by Lynne Robinson (Chair of Nominations & Elections Committee).

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Reports

ANNUAL GENERAL MEETING MINUTES - June 26, 2020

(Continued from page 3)

The Electoral Officers will be Shelley Goodwin (Chair), Harpreet Aulakh, Jennifer Richards and Jeannette Kennedy.

MOTION: to appoint the slate of electoral officers. (Bev Butler/Victor Day – Carried.)

10.3 Awards as published in the *Nova Scotia Psychologist*, 32(3), pp. 4, 5. All winners attended and have received their monetary prize and certificate.

10.3.1 The Dr. J.A. Charles Hayes Lifetime Contribution Award: **David Pilon**.

10.3.2 The Outstanding APNS Early Career Psychologist Award: **Erica Lundberg**.

10.3.3 The Outstanding APNS Student Award: **Kat Merwin**.

10.3.4 The APNS Community Service Award for Psychologists: **Seth Wahlin-Stern**.

10.3.5 The APNS Community Award in Mental Health (Organization): **LOVE Nova Scotia** – accepted by Sarah MacLaren, Executive Director.

10.3.6 The Diversity in Psychology Bursary: **Lydia Muyingo**.

10.3.7 The Gerald Gordon Undergraduate Prize **Mariam Elgendi**.

10.3.8 The Brian Dufton Graduate Prize **Sara Bartel**.

11.0 Adjournment.

MOTION: To adjourn. (Jeannette Kennedy).

PROPOSED AMENDMENT TO THE CONSTITUTION 2021

At the May 28th Annual General Meeting, the following addition to the APNS constitution will be presented.

Article VI – Meetings

Item 8. In Camera Minutes

When the APNS Executive Committee meets in-camera, minutes are not required. If minutes are taken, these minutes will not be publicly accessible. Any motions (and their result) will be represented in the formal minutes from that meeting. Motions can only be made in camera when they only affect those who are privy to that discussion.

Item 9. Conflict of Interest

At the start of each APNS Executive meeting, following approval of the agenda, the President shall ask for declaration of any conflict of interest relating to any of the agenda items. Executive members must declare to the best of their knowledge at that time or when it becomes evident, any real, potential or perceived conflict of interest. That declaration shall be recorded in the minutes. Any Executive member with a conflict of interest shall recuse themselves from the room for discussion of the agenda item and shall not vote on the agenda item.

NOMINATIONS & ELECTION REPORT 2020 *(Also see pages 6 and 7 for Awards)*

Committee members: Shelley Goodwin (Chair), Harpreet Aulakh, Jenn Richards, Jeannette Kennedy (Past President, ex officio)

The Nominations & Elections Committee is responsible for soliciting nominations for positions on the Executive as they become available, and for conducting elections. It is also their responsibility to solicit and review nominations for APNS Awards and Honours. See page 6 and 7 for that list.

This year we have four positions to fill on the Executive: President Elect, Secretary, one new Member-at-Large and one Co-Student Representative. We have received one nomination for each of the positions and so will not be holding an election.

The Annual General Meeting will be Friday, May 28th, from noon to 1:00 pm. At that time the new APNS Executive Committee will be presented and acclaimed as follows:

- Carol Shirley, Past President
- Jennifer Richards, President
- Bev Butler, Treasurer
- Elaine Ply, Member-at-Large Human Resources
- Tammy Piers, Member-at-Large
- Meghan Rossi, Student Rep

New to the Executive are:

- President Elect, Jacqueline Milner
- Secretary, Melissa McGonnell
- Member-at-Large, Lesa Douglas
- Co-Student Rep, Nicole MacKenzie

Jeannette Kennedy will be stepping down after three years as President Elect, President and Past President.

Todd Leader will also be stepping down. He has served for five years on the Executive, most recently as Secretary, prior to that as President.

Toni Campagnoni will be stepping down after two terms (four years) as Member-at Large.

Kat Merwin will be stepping down as Co-Student Rep.

Thank you Todd, Toni, Jeannette and Kat for your contribution and commitment to the Executive. You will be missed.

Submitted on behalf of the APNS Nominations & Elections Committee.

**Please join us for
a virtual APNS Annual General Meeting**

Friday, May 28th, 12:00 noon to 1:00 pm

Join Zoom Meeting

<https://zoom.us/j/99907166996>

Please rsvp to apns@apns.ca

Reports

APNS AWARDS AND HONOURS REPORT

The APNS Nomination & Elections Committee and the Executive Committee is pleased to announce that we have received nominations in all our award categories.

As we did last year, we will present these awards virtually at the AGM on Friday, May 28th. The successful Award recipients and those who nominated them are extended a special invitation to attend.

APNS Fellow

Each year, the APNS Executive may make one member a "Fellow" of the Association, in recognition of that person's outstanding contributions specifically to APNS as an organization. It is intended as one way of recognizing, of saying thank you, to someone who has been doing outstanding work for us for many years.

Excellence in Psychology Award

This award is for the mid- to late-career psychologist, in the 11 to 30-year professional range. The award is given on the basis of contributions to professional and volunteer activities while acting as a psychologist. The award may be given for work in a broad range of areas, e.g., area of practice (health, forensic, neuropsychology, addictions, assessment, etc.); work setting (school, hospital, private practice, teaching, research, rural, etc.); specific populations (child, teen, geriatric, couple, diverse groups, first responders, veterans, marginalized populations, etc.); specific treatment area (PTSD, pain, grief, workplace, etc.); and peer-related (supervision, mentoring, peer support, consultation, collaboration, etc.).

The Dr. J.A. Charles Hayes Lifetime Contribution Award

This honour recognizes those who have spent a significant part of their professional lifetime supporting APNS, as well as the profession of psychology at the provincial, national and international level. The name of the Award serves

to honour Dr. Charles J.A. Hayes, a well-respected Psychologist and long-time APNS member, volunteers and pioneer whose career may be said to be a model of lifetime commitment.

The Community Service Award for Psychologists

This award recognizes the contributions of psychologists who do outstanding volunteer service in the community beyond their role as a psychologist. It acknowledges and raises awareness of the important contributions that psychologists make to the greater community. These contributions may include on-going volunteer work or commitment to a specific community or cause, e.g., fostering inclusion, promoting sensitivity and understanding of marginalized populations, poverty and health promotion initiatives.

Community Award in Mental Health (non-Psychologist or Organization)

This award recognizes the contributions of non-psychologists who have made valuable contributions to the community in a health and wellness setting or through other activities that touch and benefit the greater community by raising awareness or advocating for mental health or wellness issues. Award recipients are individuals who work on their own or are closely associated with organizations, or organizations for their specific programs or initiatives.

Outstanding APNS Early Career Psychologist Award

This award recognizes the challenges of being an Early Career Psychologist in the first 10 years of their career. The recipient of this award is an APNS member who has actively participated in APNS at the committee or Executive level and has used the services of APNS to advance their career in psychology.

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APNS AWARDS AND HONOURS REPORT

(Continued from page 6)

Outstanding APNS Student Award

This award recognizes the challenges of preparing for a career in psychology at either the masters or doctoral level. The recipient of this award is an APNS student member who has participated in the association at the committee or Executive level and has actively used the services of APNS and who hopes to pursue a career in psychology in Nova Scotia.

The Gerald Gordon Prize for Undergraduate Psychology Students

This prize is awarded for outstanding undergraduate achievement in Psychology in Nova Scotia. It is named for Dr. Gerald Gordon to honour the contribution he made to APNS and to the development of the Psychology Act, which resulted in the creation of the Nova Scotia Board of Examiners in Psychology. The terms of reference for the award were designed to reflect his belief in the importance of rewarding excellence at the undergraduate level as one means of encouraging promising students to consider a career in psychology.

The Brian Dufton Prize for Graduate Psychology Students

This prize is awarded for outstanding graduate achievement in Psychology in Nova Scotia. It is named for Dr. Brian Dufton to honour the contribution he made to the education of Psychology students. Dr. Dufton was employed with the Western Regional Health Boards as a health psychologist at Valley Regional hospital when he died in 2000 at the age of 45. He coordinated health promotion development for the Western Regional Mental Health program and was second author/reviewer of the Provincial Mental Health Review, *Mental Health: A Time for Action*.

The Diversity Bursary for Psychology Students

This Bursary aims to assist students enrolled in a graduate Psychology program at Nova Scotia universities, who identify as African Nova Scotian, Indigenous, immigrant, having a disability, LGBTQ+2S, or other defined minority in their pursuit of post-secondary education in the profession of Psychology. The long-term goal is to have a more diverse profession.



Reports

APA COUNCIL OF REPRESENTATIVES REPORT - February 26 –27 2021

Shelley Goodwin, Ph.D., APA Council Rep for APNS

APA COR met virtually, and it again voted to reject suspending Association Rule 30-2.1 and agreed to not publish individual votes on open session agenda items. As I believe you should know how your representative has voted I have indicated in Bold behind each agenda item the vote I cast. If you have any questions, please let me know. If you wish to see the full minutes, please visit <https://www.apa.org/about/governance/council>

During its two-day meeting in February, APA's Council of Representatives passed resolutions opposing efforts to change people's gender identity, condemning racism in all forms and reaffirming the association's commitment to working to protect human rights, among other actions.

The Council also took a key step toward extending its highly respected accreditation beyond doctoral, internship and postdoctoral residency psychology programs to include master's-level programs in health service psychology.

Master's Accreditation

On Feb. 26, the Council voted 135-36, with 2 abstentions, to approve standards for accrediting master's-level programs in health service psychology. This was the culmination of several years of study and public comment. Health service psychology includes clinical, counseling and school psychology programs, and combinations of these areas, plus specialty-practice internship and residency programs. *(I voted in support of this motion)*

The next step in this process is for the Commission on Accreditation to develop procedures and regulations that will be required for a program to obtain APA accreditation. These will be subject to public comment and will define the competencies that are part of master's level education.

Resolutions on Gender Identity Change Efforts and Sexual Orientation Change Efforts

Also that day, the Council adopted a resolution opposing coercive efforts to change people's gender identity, citing research showing that such actions may be psychologically harmful. The measure, which passed by a vote of 164-3, with 5 abstentions, aligns with the association's stance against similar efforts aimed at changing people's sexual orientation, also based on scientific knowledge. *(I voted in support of this motion)*

The Resolution on Gender Identity Change Efforts emphasizes that "individuals who have experienced pressure or coercion to conform to their sex assigned at birth or therapy that was biased toward conformity to one's assigned sex at birth have reported harm resulting from these experiences, such as emotional distress, loss of relationships, and low self-worth."

The Council also adopted, by a vote of 165-3, with 3 abstentions, an updated Resolution on Sexual Orientation Change Efforts, which reiterates APA's opposition to using nonscientific explanations to frame same-gender and multiple-gender orientations as unhealthy. APA adopted its first resolution discouraging efforts to change people's sexual orientation in 1997 and a second in 2009, when it also issued a task force report with a systematic review of research on the topic. *(I voted in support of this motion)*

Denunciation of Racism

On Feb. 27, the Council overwhelmingly approved a resolution reaffirming APA's denunciation of racism in all forms and pledging to undertake an analysis of psychology's history "with the goal of understanding the harms that diverse racial groups have experienced and the actions necessary to create a more equitable, diverse, and inclusive association, discipline, and society going forward."

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APA COUNCIL OF REPRESENTATIVES REPORT - February 26 –27 2021 Shelley Goodwin, Ph.D., APA Council Rep for APNS

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The resolution, passed by a vote of 168-1, builds on a body of guidelines and other resolutions adopted by the association over the past two decades acknowledging and denouncing the societal damage caused by racism. *(I voted in support of this motion)*

Human Rights Framework

The Council also adopted a resolution affirming APA's support for human rights, by a vote of 168-1, with 2 abstentions. The measure commits the association to adopt a human rights framework and integrate the association's "longstanding concerns for human welfare, public interest, and social justice within a broader international consensus-building process." This will provide "guidance and structure for organizational decision-making, including accountability, on issues related to societal good." Adoption of the resolution fulfills a commitment made by the Board of Directors in 2015 in the wake of the Independent Review into APA's actions surrounding national security detainees during the George W. Bush administration. Through this resolution, APA pledges to prioritize human rights, including in such vital areas as education, research, ethics, practice, and advocacy. *(I voted in support of this motion)*

In other actions, the Council adopted professional practice guidelines covering evidence-based practices in health care, by a vote of 167-4, with 3 abstentions. (I voted in support of this motion) It rejected a New Business Item aimed at establishing a task force to research the merits of establishing the office of a psychological consultant to advise the federal government on mental health. Council Effectiveness Work Group

CLT's Council Effectiveness Work Group (CEWG) presented recommendations and proposed action items on how Council can more effectively carry out its role to direct and inform APA policy. Recommendations included: developing APA policies informed by psychological science and research and expertise of APA members; expanding opportunities for engagement and communications between APA entities including boards and committees; and ensuring diversity in the composition of all groups of Council working on each APA policy.

Respectfully submitted,

Dr. Shelley Goodwin



Reports

COMMITTEE REPORTS 2020-2021

Committee meetings got off to a slow start due to the pandemic. However most committees had at least two virtual meetings this year. The next pages provide a summary of the Strategic Planning activities as well as highlights of the Committees.

All Committees play a role in APNS advocacy work and committee members are important to APNS. We are always looking for volunteers to help accomplish tasks and provide ideas.

This is true now more than ever, as we proceed with work on an extended Strategic Plan that will address on-going development and growth as well as succession planning for all committees and staff. If you are interested in being an APNS volunteer I encourage you to contact apns@apns.ca to discuss possibilities.

The pandemic has not only made it necessary, but also easier for committee meetings to be held virtually. If you are interested in being involved in

APNS activities don't let distance stop you. Or if you have a group of psychologists in your region, let us know and we can discuss ways that your group can connect to our committees.

As a participant in an APNS committee you benefit in several ways.

1. Advocating for your profession benefits all psychologists.
2. Participating in group discussion and networking helps keep you connected.
3. Being active on a committee is an easy way of earning points for NSBEP Continuing Competence.
4. Active volunteers earn credits to apply against APNS membership and workshop fees.

See the notice below for more details.

Thank you to all the Committee Chairs and Committee members who help us advocate for psychology in Nova Scotia.

Benefits to Volunteering with APNS

Active committee members receive a volunteer voucher that may be used for any APNS workshop or APNS membership fees. Voucher value and criteria are below:

- Executive Committee Members - \$175
- Chairs of Other APNS Committees - \$100
- Committee Members - \$50
- APNS Designated APA and CPA Representatives - \$100

Criteria:

- Volunteers must have served for a minimum of 1 year
- Volunteers must take an active role in the committee
- Volunteers may accrue no more than \$250 in benefits per year
- Benefits must be used within one year of having been awarded.

We have some interesting opportunities for you.
For more information please contact apns@apns.ca

Please also note that participation in an APNS committee can count towards your NSBEP Continuing Competence credits

STRATEGIC MANAGEMENT TEAM 2020-2021

The Strategic Management Team is a sub-Committee of the Executive, made up of the Past President (Chair), President Elect, Treasurer, Member-at-Large for Human Resources and Executive Director (staff). This sub-committee was created to provide oversight and on-going management of the Strategic Plan. It has also been tasked with the strategic goal of Sustainability of the Association which includes an on-going review of policies and structure, as well as the development of long-term fiscal, staff management and volunteer management plans. The Team reports to the full Executive on progress and for final approval of actions where necessary. Since April 2020, when we last reported we have made significant progress in our review of APNS policies. The following policies have been reviewed and updated.

1. **The APNS Constitution** (Bylaws) has been updated. Several minor revisions and a few additions were made at the AGM last year. This year two more additions are being presented for approval at the AGM. See page 4. These relate specifically to Executive meeting procedures — In Camera Minutes and Conflict of Interest.
2. **Financial policies** have been updated. The revisions are primarily procedural. Additions include a section on workshops, including budgeting, cancellation policy and the contracting of speakers.

The following new policies have been created:

1. **Risk Management Policy** including guidelines and procedures. The purpose is to articulate APNS' standards related to four types of risk:
 - *Financial and Investment Risk*: This includes failure of banking security, investment loss, and loss of sources of revenue.
 - *Administrative and Technological Risk and Data Management*: This includes the loss of, or temporary lack of access to: hard copy and

electronic files, data, systems, software, or electronic communications media.

- *Disaster Risk*: This includes any event that causes lack of temporary or permanent access to the workplace and to records or systems that may impede regular operations, due to natural or human-made events.
 - *Human Resource Risk*: This includes the sudden departure or absence of staff, both temporary and permanent; a dispute or conflict with staff, volunteers or members that would have impact of the organization's public partnerships or reputation; or breaches in confidentiality and privacy issues of staff and volunteers.
2. **Advocacy Policy** including guidelines, procedures and responsibility. This policy brings together information from various Executive and committee documents, current and past, to create a clear statement of how advocacy roles are shared. This policy will soon be circulated to all committees for their information.
 3. **Human Resources Policies, Guidelines and Procedures**. This is a collection of several documents addressing both volunteer and staff management. Most of them are complete but a few are being finalized. Documents include:
 - Volunteer and staff general policies on recruitment, selection and orientation.
 - Guidelines and procedures relating to specific volunteers - committees, special reps, and individuals who provide internal and external pro bono services.
 - Updating and reorganizing general committee guidelines.
 4. **Human Resources Policy on Conduct, Safety, Confidentiality and Privacy**
 5. **Advisory Board mandate and responsibilities**

Finally, we are updating our policies on **Communications, Advertising and Social Media**. These will be completed in the coming year.

Reports

COUNCIL OF PROVINCIAL ASSOCIATIONS OF PSYCHOLOGISTS (CPAP)

As a member of the Council of Professional Associations of Psychologists (CPAP) APNS sends two people to meetings in Spring and Fall. Bev Butler (Past President) is our current CPAP Representative and the Executive Director Susan Marsh also attends these meetings as an Observer.

This past year our meetings were held virtually. The usual in-person two-day meetings were broken up into two parts so as to make the Zoom meetings more manageable. We held Zoom Board meetings in May 2020 and November 2020 and interim Round table check-in meetings in June 2020, January 2021 and March 2021.

A big part of our work with CPAP this year was the two NANOS Surveys, one on Access to Psychologists and the other on Telepsychology. These surveys were jointly sponsored by CPA and CPAP and provided stats for each province and nationally. These surveys can be found on the APNS website. <https://apns.ca/?s=nanos>

CPAP is composed of the 12 provincial and territorial psychology associations, as well as a Canadian Psychological Association Representative. You may not often hear about CPAP but it is an important partner, allowing for sharing of resources and collaboration on projects and advocacy initiatives among all its member organizations.

CPAP's primary activities centre around:

- Knowledge Exchange: Facilitating knowledge exchange amongst member associations.
- Best Practices: Identify and share best practices amongst member associations.
- Advocacy: Advocating for the needs of Canadian psychologists and the people that they support.
- Leadership Development: Develop leadership potential and capacity in Canadian psychologists.

Bev will be stepping down from her role as CPAP Rep in late 2021. She will be replaced by Jenn Richards, current President Elect.

PRIVATE PRACTICE COMMITTEE

Committee members: Shelley Goodwin (Chair), Dion Goodland, Reg Landry, Mary McGrath, Pam Wambolt, Paula Winstanley.

Over the past year the Private Practice Committee has been looking at a variety of issues that affect those psychologists who operate in private practice. There were three main topics discussed in the committee meeting this year.

WCB new contract and changes to forms

The discussion was around the new WCB contract and how the changes they made have impacted psychologists (pro and con). The committee has provided feedback which has been communicated to WCB by APNS President and the Executive Director who have regular meetings with WCB management.

Continuing Education for Private Practice

There has also been discussion on the on-going need for CE workshops on private practice matters amid the restrictions of the pandemic. We are

currently looking at developing a series of short webinars on private practice specific topics, as well as sessions ethics and telepsychology, self-care and MAID legislation. (See page 18).

Recommended Fee Rate

Discussion took place over three meetings starting in mid 2020 on whether to increase the recommended fee for psychological services. The final decision made in April of 2021 was to increase the recommended fee to \$210. This information has been disseminated to various 3rd-party payers.

Membership

We have also seen some changes in our membership with new members joining and some leaving. One of our long time committee members, **Alana Matwychuk** has stepped down from the committee. Thank you to Alana for all her work with us over the as years.

ADVOCACY COMMITTEE

Committee members: Heather Boucher, Victor Day, Jason Isaacs, Erica Lundberg, Victoria Patterson, David Pilon, Laura Scallion, Natalie Stratton. Chair: (vacant)

Over the past year the Advocacy Committee has focused on a variety of issues.

COVID Essential Services and “Back to school”

Two advocacy letters were sent to the provincial government from the Executive on COVID-related issues as the result of concern expressed by our members. Early in the pandemic, APNS sent a letter to Dr. Robert Strang and the Minister of Education advocating for psychologists to be considered an essential service. Dr. Strang responded that psychologists would have a chance to provide feedback to the provincial plan, however, the outreach took place between the government and the regulatory organizations rather than the advocacy organization. Later in the year a letter was also sent to the Department of Education on the NS *Back to School Plan* and the mental health issues around it.

Public Awareness Campaign on Social Media

The most popular suggestion that came out of our strategic planning process was public awareness. Some members of the Advocacy Committee took this project on, led by Volunteer Manager Sara Brushett. A MS Teams group was formed to brainstorm on content and implementation. Using

social media as the delivery method, APNS would provide basic information about psychology with the pandemic as a point of reference. The team shared docs and edited the final content. As a result, APNS was able to kick off its year-long social media Public Awareness Campaign in February as we celebrated Psychology Month. We encouraged APNS members to support our social media posts across a variety of platforms and further supported the posts by purchasing targeted ads throughout the month to attract more attention.

Election Advocacy

Another focus of the year was on developing advocacy materials for the upcoming provincial election. A second MS Team developed the messaging to engage MLAs running in the next Provincial Election. We hope our members will help get the word out to their own MLAs.

Members

The Advocacy Committee also has had changes to its membership, gaining new members and losing others. **Alissa Pencer** stepped down from the committee after several years as Chair. She will be missed, but the good news is that APNS still has the benefit of her energy and knowledge as she have joined the Cultural Diversity Committee.

EARLY CAREER PSYCHOLOGIST GROUP

The Early Career Psychologist (ECP) group is composed of psychologists in the first 10 years of their career. It does not often have formal meetings but seeks to connect ECPs together through discussion groups and social events. It also has its own Facebook group.

Ena Vukatana and Julie Wershler are the ECP Group Leaders. Ena and Julie started the year with a survey to Early Career Psychologists to identify the types of activities ECPs are interested in, and how we can best support them. The survey asked what events would be of interest, and what was the optimum day and time for events to be held. It also gave us a sense on where most ECPS were located across the province.

The results indicated an interest in peer support, and showed a continued interest in information sessions on the EPPP and Oral Exam, and social events. In March and April 2021 two information sessions, one on Oral exams and one on the EPPP were presented.

If you are in the first 10 years of your career and you want to be added to the Group list, or are interested in being a mentor to ECPs please contact apns@apns.ca

Also consider joining our ECP Face Book group: <https://www.facebook.com/groups/218906661461167/>

Reports

CULTURAL DIVERSITY COMMITTEE

Committee members: Harpreet Aulakh (Chair), Jason Chatman, Christine Ellsworth, Eileen Donahoe, Hilary Green, Joanna Hessen-Kayfitz, Erica Lundberg, Susie McAfee, Seth Wahlin-Stern, Madeleine Stobbe, Marisa Walter, Natasha Yorke

This year the Cultural Diversity Committee focused on creating a plan to identify priorities for the committee's short- and long-term activities. Members of the Committee came together for a three-hour Zoom brainstorming session facilitated by Robert S. Wright, MSW, RSW.

Robert Wright introduced the session by offering four words - **Equity, Diversity, Inclusion, and Competence** - with which to focus our thoughts. He emphasized that the meaning of each word is important. They should not be thought of as one activity.

Grouping Actions and Issues

The group brainstorming and discussion resulted in a significant list of potential actions. Then participants addressed how these topics might be grouped under specific headings and finally we prioritized the list coming up with 3 top priorities as follows:

1. Professional Training
2. Equity and Diversity Committee Sustainability
3. Communication with members

Since that session the committee has had two meetings where we engaged in further discussions around the content of those priorities as well as what objectives and actions might be identified.

The committee has decided to focus on two of the three in the next few months. These are:

1. Professional Training

- Cultural Competence Training: Cultural competence is relevant to our work, but this should be interwoven into our training and learning at all levels. To provide service delivery to all people, it is necessary for us to have a framework that factors in cultural competency.
- Focus on evidence-based Cultural Competence Practice.
- Supervision is a means of promoting and supporting continuing Cultural Competence. For example, clinical supervision for NSBEP, research lab supervision, practicum supervision, and residency supervision.

2. Equity and Diversity Committee Sustainability

- Preventing burnout among members of the committee.
- Conducting ongoing recruitment for the committee.
- Ongoing evaluation of how the committee is working, achieving their goals, and promoting sustainability and health.
- What should communication with members look like? e.g., Zoom, Google, MS Teams, etc.

Members

If you are interested in being involved in or hearing more about the Cultural Diversity Committee please contact apns@apns.ca

Thank you to all the psychologists who volunteered to offer pro bono services as a result of the April 2020 shootings, both in April 2020 and more recently April 2021. Your quick and sincere response is appreciated by APNS and all those who called for help expressed their gratitude.

Over the two initiatives, we have had 56 requests for the pro bono services.

POST DISASTER COMMITTEE REPORT

*Committee members: Janice Howes (Chair), Victor Day
Disaster Response Co-ordinator, Dean Perry.*

As described in last year's report, the Post Disaster Committee (PDC) was active in Spring 2020 managing the efforts of psychologists who volunteered to assist with those affected by the mass shooting in Colchester County. The tragic events resulted in a request from the Department of Health and Wellness through Nova Scotia Health (NSH) for APNS Post-Disaster Psychological First Aid. The Committee worked in conjunction with the APNS Executive, who had also established a group of psychologists who offered pro bono short term therapy for individuals affected by the shootings.

A group of about 100 psychologists volunteered from our organization. Twenty-eight psychologists from the existing Post Disaster Roster offered to provide Psychological Support Sessions, and 74 other psychologists offered to provide short term therapy (9 volunteered to provide both). Dr. Victor Day served as Disaster Response Coordinator and maintained contact and communication with representatives from the Department of Health and Wellness and NSH. During this period of time, both Dr. Victor Day and Dean Perry took part in local, provincial and national media interviews.

After the volunteer services ended in Fall 2020, the Committee circulated a survey to all of the volunteer psychologists to obtain their feedback and to assess this initiative. The responses indicated that the volunteer psychologists judged the sessions they provided to be helpful to those they served. Overall, the volunteers had a positive opinion of their experience and would be willing to provide such help again should a disaster of similar magnitude occur in the future.

Although post disaster services are typically planned to be in-person services, the volunteer psychologists reported an overall positive experience with providing such help virtually via telephone or videoconference due to the pandemic, and it permitted psychologists from all areas of the

province to become involved. As a result of this input, the Committee has decided that they would consider offering telepsychological services in response to future disasters, at least as an adjunct to in-person help.

In March, 2021 NSH reached out to the Post Disaster Committee to ask if they would participate in a similar collaboration and plan to support those affected/impacted during the first anniversary of the mass shooting for a period of about three weeks before, and three weeks after the anniversary. The services were to be coordinated through NSH and psychologists would provide up to three pro bono sessions. This time APNS reached out to the full membership, and again psychologists volunteered their time and expertise to help. We extend our thanks to each of the psychologists who volunteered in 2020 and in 2021.

The current PDC members include: Victor Day, PhD, Dean Perry, MSc, and Janice Howes, PhD. Dean Perry has stepped down from the Chair role after several years and will remain on the Committee. We would like to thank Dean for his leadership and commitment. Dr. Janice Howes has taken on the role of Chair. This year Dr. Nancy Bartlett resigned from the Committee and we thank Nancy for her contributions.

Any psychologists within our organization who would like to volunteer for the Post Disaster Roster, or would like to join the Post Disaster Committee please contact APNS at apns@apns.ca.

Respectfully submitted by Dr. Janice Howes, Chair

Reports

ASSISTANT MANAGER of VOLUNTEERS REPORT – Sara Brushett

This last year has come with many changes and challenges for all of us. Over the past year I am grateful that I was able to work from home. In addition to changes in my work location, my role within APNS changed as well.



To support Susan and the strategic planning activities, I took on the role of attending and organizing committee meetings for the Private Practice Committee and the Advocacy Committee. In this role I act as a liaison between the committees, the Executive Director, and the Executive Committee. I continued to plan Psychology Month and started a new initiative with a social media campaign promoting awareness of all things psychology-related.

Psychology Month

2020 started off strong with our largest Psychology Month in APNS history and quickly turned to completely redesigning how APNS would plan Psychology Month 2021. Psychology Month 2020 was so successful that we were planning to host a monthly presentation in the Halifax Central Library from September to December 2020. Unable to host presentations in the library, we decided to move to a fully online format resulting in two webinars.

We recorded the presentations so that we would be able to share and promote in time for Psychology Month 2021. This led to a full online promotion strategy for Psychology Month that included a series of twitter threads, informative images about psychology as a practice, and sharing resources. We disseminated this material over Instagram, Twitter, Facebook, and LinkedIn.

Webinar: The Pandemic Echo presented by Dr Kiran Pure, R. Psych. and Kathleen Smith, R. Psych.

Webinar: But I'm Not Tired – Sleep in Childhood presented by Dr. Ayala Gorodzinsky, R. Psych.

Webinar: Guided Meditation by Jeannette Kennedy, R. Psych

Webinar: Perfectionism – The Good, the bad and the ugly presented by Dr. Simon Sherry, R. Psych

E-Book: Taming the Survival Instinct by Karin Kramer, R. Psych and other free resources at Karin's website such as her blog and podcast.

Social Media Campaign 2021:

Follow us on Twitter and Instagram:
@apnspsych

We launched the social media campaign with Psychology Month, but the entire campaign is designed to span all of 2021. So far, the social media campaign has focused on the following topics.

- February: Launched with Psychology Month with a focus on promoting what psychology is and what psychologists do.
- March: Focused on March Break during the pandemic
- April: Focused on Telepsychology
- May: Focus on Mental Health Week

We also purchased targeted ads on Twitter and Instagram in order to expand our reach to the public. This gained us more attention, more followers and most profile – all very good for public advocacy. We will continue to focus on specific topics and target populations throughout 2021.



CONTINUING EDUCATION COMMITTEE

Committee Chair: Eileen Donahoe

The Continuing Education Committee has not been active this year due to the pandemic as all in-person workshops are on hold. We are however beginning to develop webinars and other ways of delivering continuing education to psychologists.

Last year we worked on a plan to expand the role of the Committee in addition to continuing to work with staff in developing and delivering CE opportunities for the membership, we had added providing support for the development of regional and interest groups through targeted CE opportunities.

These will include:

- Supporting the CE needs of APNS' active Interest groups (CAP-I and ECP)

- Assisting in the development and CE support of new Interest groups based on topics such as assessment, trauma, older populations, couples, rural issues.
- Assisting in the development of regional groups through regional contacts to provide a base for offering region-based CE.

In order to begin that process we will be surveying the membership to find out the needs in each region of the province and also the needs of those with special interests as described above. The survey should be launched this summer.

Once the survey results are in we will be reaching out to individual psychologists to put together a committee that will reflect the requirements as collected from the survey responses.



Here are some more of the images we used in our public awareness social media campaign to promote psychology.

Thanks to Sara and the committee members who helped us develop these messages.

If you have other ideas for APNS social media messaging please let us know.

Reports

CONTINUING EDUCATION: UPCOMING WORKSHOPS - 2021-2022

We still intend to hold the following workshops in person when the pandemic has abated. However it is too soon to set dates.



When you dread your next session: Applying DBT principles to therapy with clients that leave you feeling helpless, demoralized, and resentful

Location: Halifax

Speakers:

Dr. Jacquie Cohen, R.Psych., is an Advanced Practice Leader with the Provincial Mental Health and Addictions Department at the Nova Scotia Health Authority (NSHA).

Dr. Marie-Eve Couture (Psychologist, Candidate Register) has worked at the Borderline Personality Disorder Treatment Program at the Nova Scotia Health Authority

Workshop Overview:

We all work with clients who test our capacity to connect with them, feel compassionate, and act competently. Clients may present as relentlessly

hopeless, passive, and incapable. They may direct their anger toward us or accuse us of being ineffective. Or they may be especially high-risk, causing us to worry that they will harm themselves or someone else, and that we will face professional or legal consequences. These behaviours can leave us feeling anxious, ashamed, and resentful, resulting in us emotionally detaching and giving up.

Understanding Paramedic and Crown Attorney Culture and the Impact of Trauma

Location: Kentville

Speakers: Dr Dion Goodland and various other professionals

APNS continues its partnership with Emergency Medical Care Inc. (EMC) and the NS Public Prosecution Services (PPS) in response to a need for psychologists across Nova Scotia, who are trained and skilled in evidence-based treatments for PTSD, as well as having an awareness of the culture of paramedics and Crown Attorneys. With each workshop we add to the Registered Roster of Service Providers for referral by EMC and PPS. We are now offering a format that combines both paramedics and attorneys.

In the meantime we will be developing new webinars over the summer and expect to roll them out in late 2021 and into 2022. The topics we have in mind are as follows.

Ethics workshop

A morning refresher session on ethics topics followed by an afternoon open discussion or panel on ethics and telepsychology.

MAiD Legislation and Practice for Psychologists

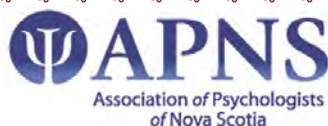
Private Practice 101 Webinar Series

A series of brief webinars (1 to 1.5 hours) on the management of private practice and issues that relate to private practice. These would be offered live and taped to be available in future to build a library of topics on private practice.

Topics would include:

1. **Key Considerations for Starting a Private Practice**
2. **Financial Management for a Private Practice**
3. **Administrative and Operational Management**
4. **Maintaining Practice Privacy and Security of Your Files**
5. **Managing and Keeping Pace with Technology**
6. **Marketing and Promoting Your Practice**
7. **Building a Collaborative Practice**
8. **Dealing with Third-Party Payers**
9. **Making Self-Care a Priority**
10. **Closing a Practice: Clients, Files and Storage**

We invite you input on any of these including possible speakers, or suggestions for other workshops or webinars. Contact apns@apns.ca



Welcomes its Latest Members as of April 30, 2021

Criss Hochhold (student)
Jennifer Khoury, Ph.D.
Nicole MacKenzie (student)
Blake Stewart, M.A.
Sydney Walker (student)

We would like to thank the membership for supporting APNS in its efforts to promote the interests of Nova Scotia psychologists through advocacy, continuing education and the support of special interests in the field.

Congratulations to the following who have recently become Registered Psychologists*

Clair Barefoot, Ph.D.
Mallory Campbell, Ph.D.
Marie-Ève Couture, Ph.D.
Hallie Farrow, M.C.
Cynthia Lee, M.A.
Angela MacLeod, M.A.

Dana Manning, M.A.S.P.
Riana Mian, M.Sc.
Victoria Pitura, Ph.D.
Jennifer Prentice, Ph.D.
Tamara Speth, Ph.D.

Congratulations to the following who have recently become Candidates*

Sarah Penney, M.A.
Blake Stewart, M.A.
Annemarie Stigter, M.A.S.P.

**This information provided by NSBEP as of April 21, 2021*



Dear Members,

We hope that you are continuing to stay healthy during this challenging time.

In early May, you will receive the 2021-2022 CPA/CPAP¹ Liability Insurance Program renewal from the program's broker, BMS. You will see that Professional Liability Insurance (PLI) premium has increased this year. This increase is a direct reflection of increased claims, where millions of dollars of claims costs have been paid under the psychology program to defend and protect insured members.

The premium charged this year is substantiated by actuarial analysis and has been negotiated to keep the increase to the lowest amount acceptable to the Insurer to renew the policy.

2021-2022 Professional Liability Insurance coverage

Your CPA/CPAP policy is in place to provide coverage for legal defence costs and monetary judgements should a professional liability complaint or lawsuit be made against you. Each insured member can access up to \$10M per claim and per year to defend against insured claims.

Another important element is the Regulatory Legal Expense coverage, where members can access up to \$300,000 per claim and per year to pay the costs of legal defence associated with a complaint made to your regulatory body (professional College). This is an essential piece of coverage as more than 80% of claims under the CPA/CPAP program in any given year are College complaints, where legal defence costs can range from tens to hundreds of thousands of dollars.

We are aware that in an effort to reduce insurance claims, other programs or policies for psychologists have removed coverage for defence against College complaints and disciplinary hearings. While this may result in lower premiums, it also leaves psychologists without the kind of insurance coverage they are most likely to need. BMS is committed to ensuring that members are provided with comprehensive coverage that represents the needs and greatest practice exposures for psychologists.

Psychologists who are members of both CPA and a participating provincial/territorial association will continue to receive a discount on their premiums. Please feel free to connect with BMS at 1-855-318-6038 or psy.insurance@bmsgroup.com if you have any questions about the policy. To share any queries with the management of the program, contact executiveoffice@cpa.ca.

We thank you for your participation in this program and the confidence you have placed in Canada's associations of psychology. Be safe, stay well.

¹ The CPA/CPAP program is available to members of CPA as well as members of the provincial/territorial associations of psychology who make up the Council of Professional Associations of Psychologists (CPAP).

The advertisements on these pages are paid placements. APNS does not take responsibility for the content and does not necessarily subscribe to the opinions expressed in these advertisements.

Bird & Associates Psychological Services Inc. is seeking a Full/Part Child/Adolescent Psychologist who is proficient in multiple evidence based treatment modalities. The ideal candidate would possess a willingness to collaborate with an array of multidisciplinary professionals under the guidelines of ethical practice. At our practice we view the client as a whole with the expectation that treatment would be tailored to the individual needs of the client.

Our Practice Offers:

- Full-time administrative services
- Inviting reception area
- Flexible working hours
- Online files and Telehealth Platform
- Encouragement of ongoing learning and professional development
- Free parking for staff/clients
- Wheelchair accessible offices
- An ability to consult with additional Associates within the practice

Qualifications

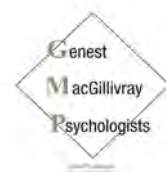
- Registered Psychologist or Candidate Register of good standing in Nova Scotia.
- Experience working with Children/Adolescents.
- Proficient in evidence based treatment/ assessment (materials provided).

We ask interested candidates to please forward your resume in confidence to our office administrator Kaitlyn at info@birdpsychological.com fax (902)480-8881, or call (902)480-8880 to arrange to speak with the practice owner Deborah Bird.

Genest MacGillivray Psychologists

- An opportunity to develop your independent practice within a well-established clinic in Halifax.
- We are an especially collegial group of psychologists working in a highly respected practice.
- We work in a beautiful heritage house, complete with a private garden, in downtown Halifax.
- Our associates set their own hours and can control their own bookings but are also fully supported by administrative staff.
- Associates are normally booked four to six weeks in advance and maintain waiting lists. Ours is a supportive environment for both beginning and established practitioners, offering ongoing, informal, brief consultations, as well as regular opportunities for peer consultation with the group. Mostly because of Covid-19, we have developed an extensive telepsychology practice, which we anticipate will remain as a substantial part of our offerings since many clients seem to prefer it. Currently, some clients are seen in person, with safety measures in place.
- Anyone in our practice would be pleased to discuss our work environment and respond to questions via email or telephone, or in person. There is also an abundance of detail about us at gmPsychologists.com.
- We are seeking a doctoral-level psychologist. We serve adolescents, adults, couples, and families, and are particularly looking for someone who has a specialty in counselling couples and is experienced in a wide range of clinical problems. A specialty in neuropsychology would also be considered. Demand for neuropsychological assessments is high, and we are always booked about a year out for these. Halifax is a beautiful, walkable city; an ocean city with an extended, attractive waterfront. This forward-looking community is rapidly improving public transportation and building bike lanes. There is affordable housing downtown and in the suburbs, and the schools, both public and private, are good.

To apply, please email a CV to Anna Genest, Practice Manager: annagenest@gmail.com



Advertisements

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JOIN OUR TEAM OF PSYCHOLOGISTS



Our practice is committed to providing the highest quality, evidence-based psychological services to children and adults in Halifax. We provide a collaborative and supportive work environment for psychologists so that they can focus on providing effective care to clients.

Psychologists at our practice are provided with the following:

- Competitive compensation/pay
- Six weeks of vacation time and flexible hours (both online and/or in-person)
- A fully furnished office space in central Halifax, Nova Scotia
- Software and tools to provide services online or in-person (paid for by practice)
- Almost 24/7 access to support and consultation from other psychologists within the practice to help support newer psychologists
- Independence to set limits on types of clients treated and your workflow
- Immediate referrals/clients/caseload without you needing to advertise
- Ability to practice independently from home or in-person with flexibility in your work week

We are currently seeking someone with the following qualifications:

- A PhD or PsyD in Psychology (Clinical Psychology or Counselling Psychology)
- A dedication to providing evidence-based psychological treatments

Two positions are currently available

- 1) a part-time position (approx. 6-8 billable hours per week) and
- 2) a full-time position (approximately 15-20+ hrs per week or more if desired). Starting date is very flexible, and daytime, evening, and/or weekend hours are all available (in-person or online via telehealth).

Interested psychologists should contact Dr. Chorney directly by email at drchorney@gmail.com. Please include a brief cover letter (including the names and contact information of two references) and recent curriculum vitae when applying.

For more information about our practice, please visit our website at www.chorneyandassociates.com.

Carleen Hall Psychological Services



At Carleen Hall Psychological Services, we support professional growth and collaboration. We implement evidence-based treatments (e.g., EMDR, CBT, ACT, DBT) and encourage case consultation and educational opportunities. We offer associates a team environment, comfortable office space, and full-time administrative support. For further information about our practice, please consult our website: www.carleenhall.ca

We currently have an opening for an experienced Psychologist competent in working with the child, teenage, and young-adult populations, presenting with a variety of mental health issues. This position requires a minimal commitment of ten client hours per week with the opportunity to grow. The successful applicant will hold either a Masters or PhD degree and must be registered with NSBEP (candidate registered will be considered). Preference will be given to candidates who are comfortable working within areas of psychological assessment and the treatment PTSD/ trauma related disorders.

If you are interested, please fax, email or send resume to:

Carleen Hall Psychological Services, 250 Baker Drive, Suite 235, Dartmouth Nova Scotia B2W 6L4

carleenhall@eastlink.ca

Fax: 902-406-7414



- Dartmouth Psychological Services Inc.** (previously Jacqueline Milner-Clerk & Associates) is a team of collaborative and caring practitioners who have been providing evidence-based mental health services to children, adolescents, adults, couples and families in the HRM for over 20 years. In 2015, we became the proud parent of Breathe Mindfulness Centre, which specializes in offering mindfulness and compassion-based classes, workshops and group programs.
- Given our ongoing referral demand, we are currently seeking Psychologists and/or Clinical Social Workers to join our team on a part-time basis, with the potential to grow to full-time. Day, evening and weekend hours are available as is the option to provide services either in-person and/or through telehealth (phone or virtual platforms).
- The chosen associate will be ethically minded, client focused and experienced in providing evidence-based counselling to children, adolescents, adults and/or couples struggling with a range of issues. A Master's or PhD degree as well as registration (either Full, Candidate or eligible) with NSBEP or NSCSW is required. As our infrastructure is in place to offer services remotely to clients and in light of our heightened referral demand during the pandemic, practitioners living outside of the HRM within Nova Scotia and the Atlantic Provinces will also be considered to increase accessibility to clients in need.
- We offer new associates an opportunity to grow their practice by providing new referrals, ongoing promotion, comprehensive administrative and team support, as well as opportunities to grow professionally. Compensation is fair and competitive.
- Dartmouth Psychological Services Inc. is conveniently located in Queens Square downtown Dartmouth close to the ferry and Halifax Transit and with beautiful harbour views. Ample parking is available. We are a very busy and reputable psychology practice offering a rewarding experience for the right psychologist.
- For more information about our practice and new Centre, visit: www.jmcp psychology.ca and www.breathemindfulness.ca.
- Please fax, email or mail resume to: **Dartmouth Psychological Services Inc., 45 Alderney Drive, Suite 1050, Dartmouth, Nova Scotia B2Y 2N6** Fax: (902) 461-0517 Email: milner-clerk@jmcp psychology.ca



- Power Psychological Services** is now hiring Psychologists (Registered or Candidate Register) who wish to join our private practice team in Truro, Nova Scotia. We have openings for part-time and full-time employment.
- Power Psychological Services is located in the heart of downtown Truro in the historic Arlington Place building. Our modern, fully furnished, shared office spaces provide a professional and comfortable treatment setting. Referrals are provided, as well as administrative support. Conducting virtual therapy from a different office in Nova Scotia or a home office may be considered.
- Qualifications**
- Masters or Doctoral degree in Psychology
 - Register or Candidate Register with The Nova Scotia Board of Examiners in Psychology
 - Experience providing treatment and intervention services
- If you are interested in joining our team, please submit your resume and cover letter via email to: powerpsych1@eastlink.ca

Advertisements

The advertisements on these pages are paid placements. APNS does not take responsibility for the content and does not necessarily subscribe to the opinions expressed in these advertisements.

■ **Dr. S Gerald Psychological Services** are presently seeking
■ qualified applicants to work as contract psychologists at
■ our practice. We have immediate opportunities for
■ clinical, school and counselling psychologists to provide
■ services across the lifespan.



■ Skills in consultation, assessment, diagnosis, and
■ therapeutic intervention for issues such as anxiety, mood disorders, somatization, substance abuse, PTSD,
■ relationship and family problems, learning disorders, and child behavioural problems is essential. Skills and
■ training in standardized assessment methods and therapeutic skills including cognitive behavioural therapy
■ (CBT), behavioural management approaches and intensive short-term dynamic psychotherapy (ISTDP) are
■ desirable.

■ We require excellent communication skills, including oral and written proficiency, and the ability to work
■ within a computerized environment including electronic health information systems and booking.

■ **Professional Environment Offered:**

- • A beautiful and functional office in the heart of Halifax.
- • Overhead costs are covered by a percentage of billed time.
- • Assessment materials are included in your overhead costs.
- • The ability to set your own hours.
- • A very motivated patient population.
- • Diverse referrals.

■ **The Qualifications:**

- • Registered or Candidate Registered Psychologists with NSBEP.
- • Doctoral level is preferred, although Masters applicants will be considered.
- • Relevant Degree from an accredited University.
- • Post-graduate experience with psychodiagnostic assessment using intensive short-term dynamic
■ psychotherapy.
- • Familiarity and comfort with using Macintosh computers.
- • Possession of an iPhone or willingness to obtain one.

■ **For more information please send a PDF CV to Dr. S. Gerald Hann at ghann@hannpsychologicalservices.com**
■ **No phone calls please.**

- Are you looking for a warm and cooperative team environment in a private practice therapy setting?
- Are you interested in further training and mentorship in therapy and assessment?
- Or are you an advanced practitioner who enjoys supervising students?

If you answered “yes” to any of the previous questions, **Lesley Hartman & Associates Inc.** may be the perfect place for you to launch your career in Nova Scotia!

About Lesley Hartman & Associates Inc.

We are a multi-disciplinary team of private practice mental health professionals in Halifax, N.S. that provides high quality psychological therapy and assessment services to individuals across the lifespan, as well as to couples and families. As a teaching practice that provides opportunities for students in local psychology and social work graduate schools to pursue practicum and internship placements with us, we value excellence and are committed to advancing our professions.

We provide a wide range of services, including general mental health services, psycho-diagnostic, psycho-educational, and WPATH assessments, as well as offering advanced/specialized treatments such as a comprehensive DBT program, Radically Open DBT, sex therapy, and integrated PTSD/Trauma treatment. We have a warm and cooperative work environment characterized by a high degree of contact, connection and support amongst the team, and mentorship opportunities in various advanced specialties, such as DBT, RO-DBT, EMDR and IFS.

We are seeking individuals who would like to provide either therapeutic or assessment services to our large pool of clients. Preference will be given to people who have expertise in, or an interest in developing expertise in, any of the above-mentioned specialties, but we encourage anyone curious or interested to apply. We look forward to hearing from you.

Send your letter of interest and CV to : Lesley@lesleyhartman.ca

DBT TRAINING

- Are you a mental health clinician who has been interested in getting DBT training?

If you answered “yes”, **Lesley Hartman & Associates Inc.** may be the perfect place for you to launch your career.

The gold standard of Marsha Linehan's Behavioral Tech Foundational training in DBT is only available to those who are on a Behavioral Tech trained team, but we have good news ... Lesley Hartman & Associates Inc. DBT Team is just such a team and is currently hiring clinicians with or without Foundational or Intensive training in DBT.

We can offer a range of options for work/learning opportunities:

- part-time group facilitation
- part-time group facilitation and individual therapy
- full-time hours that include both group and individual therapy and a mix of DBT and non-DBT services

If you are a successful candidate without training, by joining our Intensively trained DBT team, you would have access to the Foundational Training through Behavioral Tech and we will provide you further mentorship in DBT. We have trained many clinicians who have gone on to become expert in DBT.

Our team provides a warm and supportive atmosphere in which to learn.

Send your letter of interest and CV to : Lesley@lesleyhartman.ca

Advertisements

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Crux Psychology



Compassion. Science. Results.

We at CRUX Psychology are seeking a psychologist to join our busy and expanding practice. We provide expert therapy and assessment services backed by science and delivered with compassion. We are community-minded, including strong advocacy for some of Nova Scotia's most vulnerable citizens. This position is open to part-time or full-time psychologists whose primary area of practice is within clinical or counselling psychology. You will offer exceptional psychological services related to assessment and treatment. As our caseload greatly exceeds our capacity, we can definitely help establish and build your client base. Hours are flexible and self-determined. Daytime, evening, and/or weekend hours are possible. Telehealth opportunities are available.

Jenni Sherry is the practice manager and leader of CRUX Psychology. She ensures a smooth-running operation by handling the business side of the practice, freeing psychologists to focus on clinical tasks and making the experience at CRUX pleasant for all. Her extensive management and communications background make her a great asset to the practice. Psychologists are also supported by Kaitlin Samson, the full-time office administrator. She takes care of everything from client bookings and appointment preparation to ensuring a clean and comfortable office space.

Dr. Simon Sherry is a tenured Professor at Dalhousie University as well as a psychologist at CRUX Psychology. He provides treatment for diverse problems including depression, anxiety, eating disorders, trauma, personality disorders, and perfectionism. His clinical services are grounded in evidence-based practice. For more information about CRUX Psychology, please visit www.cruxpsychology.ca.

This position provides a great opportunity to work in a highly collaborative, supportive, and fast-paced environment in a newly renovated and modern office space on Clyde Street, in the heart of Halifax, Nova Scotia. Halifax is a thriving business hub with a strong creative and entrepreneurial community. The city is young and vibrant with an easy-going east coast culture.

Qualifications:

- Doctoral degree in psychology (clinical or counselling psychology)
- Eligible for registration with Nova Scotia Board of Examiners in Psychology as a registered psychologist or candidate register
- Experience providing assessment and treatment services to adults or adolescents
- Current professional liability insurance
- Able to work independently and as part of a team
- Entrepreneurial mindset
- Pre-employment criminal record and vulnerable sector checks

Hours and Salary:

Flexible hours (including telehealth) and competitive rates.

Contact:

Interested psychologists should contact Jenni Sherry directly at info@cruxpsychology.ca

Please include a cover letter (including contact information for two references) and curriculum vitae when applying. Successful candidates will be contacted for an interview.

Seagram and Associates



We are currently looking for a part-time/full-time Registered Psychologist to join a multi-disciplinary, creative, thoughtful and fun team. We want someone who is interested in being a leader within this evolving organization. To us, leadership is collaborative, respectful, and requires excellent listening skills. You will need to be comfortable within a therapeutic, client-centred environment.

GENERAL DESCRIPTION

At Seagram & Associates, we empower our clients with the support and tools they need to enrich their lives, improve their mental health and inspire growth and development – in life, in work, and in relationships. Our collaborative practice is comprised of mental health professionals who help children, youth, adults and families create lasting change and enhanced wellness. The services will be on a contractual basis, with an agreed fee paid per session. The registered psychologist will be required to function as an autonomous mental health practitioner in collaboration with the supervising psychologist. The position may be tailored to varying specialties or experiences. There is work available with both children and adults, individuals and families. Of particular interest is a clinician with experience using any of the following treatment modalities: CBT, EMDR, Cognitive Processing Therapy or Emotion-Focused Therapy.

HOURS: This can be either a part /full-time position, depending on the wishes and availability of the practitioner.

BENEFIT FROM

- Collaborative clinic setting
- Calm and pleasing work environment
- Motivated clients with diverse presenting issues
- No overhead or administrative cost, flexible schedule
- Team meetings that focus on wellness of the clinician
- Opportunity for case consultation/support as needed

DUTIES

- Providing treatment of a variety of mental health issues using evidence-based, trauma informed practice.
- Creating and maintaining patient records and required reports in a timely manner
- Working collaboratively with a clinical supervisor to develop case formulations, identify treatment goals and support client progress in meeting these goals.

QUALIFICATIONS

- Doctoral Degree or Masters' Degree in Clinical Psychology or related field in Psychology (e.g., Counselling Psychology).
- Registered or Candidate Register Psychologist with the Nova Scotia Board of Examiners in Psychology
- Experience and competency working with children & adolescents and/or adults & couples
- Ability to work independently, yet collaboratively
- Ability to utilize empirically-validated, trauma informed practices.
- Excellent interpersonal, communication, and inter-professional team work skills
- Current professional liability insurance.
- Experienced with operating a computer and some ability with MS office

This position is subject to a Criminal Record Check, including Vulnerable Sector Search, an Adult Abuse Registry Check, and a Child Abuse Registry Check.

Please fax, email or send resume to: Dr. Belinda Seagram, 2078 Hwy 1, RR#2, Falmouth, Nova Scotia B0P 1L0

Fax: (902) 472-3273

Phone 902 472-3272

Email: bseagram@seagramassociates.com

Advertisements

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Dr. C.K. Perrier & Associates

- We are currently recruiting psychologists to join our team as full-time or part-time associates, working out of our new office at 1687 Bedford Highway.
- We offer comfortable, accessible, and welcoming office space with free parking. We offer complete administrative support and use encrypted and secure web-based practice management software for managing client scheduling and clinical records. As a full-time associate with our team, you will be compensated at a starting rate of 70% of billable hours, though this is negotiable based on education and experience. We also offer a signing bonus and annual allotment for professional development.
- Work-life balance is prioritized and associates have flexibility in creating their own schedule and limiting or expanding therapy hours, as well as choosing to provide treatment in-person or via telehealth. We are receiving far more referrals and inquiries than we can accommodate and would like to add associates who prioritize fostering a strong therapeutic alliance while providing evidence-based treatment. We will also be expanding group treatment options and encourage those with an interest in same to apply. For more information about our practice, please [visit www.MyPsychologist.ca](http://www.MyPsychologist.ca).
- **If you are interested in joining our team as an associate, please submit a cover letter with CV to: info@PerrierWellness.ca**

Dr. Leah Clyburn & Associates

- We are looking for a registered psychologist (or candidate register) for a part-time or full-time position with our team who is in good standing and has expertise in treating adult clients (19+) with a diverse range of mental health concerns.
- We are a team of warm, compassionate, highly-skilled psychologists who are committed to providing a the most up-to-date, evidence-based practice to adults and couples. We are located in the fast-growing community of West Bedford in a modern, beautifully decorated space with furnished offices and convenient, free parking.
- We have significantly more referrals than we can accommodate and could therefore offer an immediate case-load, as well as the following:
 - a very competitive associate fee of 25%;
 - autonomy in choosing your own workload and types of cases you would like to serve;
 - independence in choosing your own schedule/vacation;
 - flexibility to practice virtually via telehealth, in the office, or a combination of both;
 - administrative support by the practice leader, who triages and books all new clients;
 - regular access to support and consultation from a very collegial, down-to-earth, collaborative team of psychologists;
 - flexible start date.
- **If interested, please contact Dr. Leah Clyburn at drleahclyburn@gmail.com with a brief letter summarizing your interests and curriculum vitae.**



Private Practice Psychologist Position

Dr. Nina Woulff, Psychologist & Associates is a long established, highly respected and thriving private practice located in central Halifax. Referrals are abundant and are of a wide age range and diverse cultural backgrounds.

We have an opening for a mature Associate Psychologist with well developed clinical skills, confident clinical approach and identified areas of expertise, who can provide therapy for adult clients.

The position entails at least 18-25 client therapy hrs/week with the possibility of additional hours. Our office is a very attractively designed suite in a health services professional building.

In this practice Associates are provided referrals that fit with their areas of expertise and interest. Associates manage their own cases and consultation is readily available. We provide both in office and online therapy.

This is an excellent opportunity for a psychologist looking to work in a supportive, collegial and delightful private practice.

Applicants must have Permanent Resident or Citizen status in Canada and hold current psychologist registration in at least one Canadian jurisdiction.

Interested applicants are invited to send resume and cover letter to Dr. Nina Woulff at:

Halifax Professional Centre

5991 Spring Garden Road, Suite 345

Halifax, N.S. B3H 1Y6

T: 902-492-1271

F: 902-421-1990

nw@DrNina.ca

www.DrNina.ca

Advertisements

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Mindful Therapies, Inc.



MINDFUL THERAPIES

Full or Part-Time Psychologist Position — Exciting opportunities to work remote or on-site!

Mindful Therapies Inc. is now recruiting Master's or PhD Psychologists (Registered or Candidate Register) from anywhere in Nova Scotia. We are looking to expand our online service offerings, which means you can work from home fully, part-time, or on-site as you would like. Financial incentives for working from home are available.

We strive to provide Psychologists with full clinic resources, so that you can do your work, and we take care of the rest. We offer our independent contractors:

- Full administrative support for all bookings, invoicing, tracking etc.
- All marketing materials and advertising
- Office space and equipment for on-site therapy if that is your preference
- Financial support for continued education
- Financial incentives for work-from home options and long-time service
- Bi-monthly consultation and support with the team
- Options for extended health benefits

Looking for a highly motivated, passionate therapist who values independence, high quality service delivery and a peaceful, calm work environment. We are a small and close-knit long-term team of highly-skilled therapists. We are located at 168 Ochterloney Street in downtown Dartmouth, NS. We have both Psychologists and Social Workers on our team, along with full-time dedicated office administration that makes our work and clinic run smoothly. Our small clinic strives to offer our clients a relaxing and therapeutic space to work through some of life's toughest challenges. Though our therapeutic modalities vary, we all operate from a base of mindfulness and compassionate, client-centred care. Our main areas of intervention are with general adult mental health, with particular specialization in trauma therapies.

To apply, please send your CV and a cover letter detailing what hours and type of work you are interested in to Dr. Rebecca Boehm: rebecca@mindfultherapies.org.



TRUE NORTH PSYCHOLOGICAL SERVICES is excited to announce that we are seeking both Masters or Doctoral level Psychologists and Masters Level Social Workers (MSW) with an interest and experience working with individuals and families impacted by trauma to join all three of our practices in Nova Scotia (e.g., New Minas, Halifax and Kingston).

We work closely with governmental agencies, organizations who assist veterans, military personnel, first responders and many other referral sources. However, our referrals are not limited to trauma-related challenges as we also work with adults, couples, families, and children facing a wide range of mental health and personal challenges. We regularly have a surplus of referrals and are eager to provide services to all in a timely fashion. By joining our team, you will have the opportunity to work alongside other mental health professionals, including Psychiatrists, Psychologists, and Clinical Social Workers. You will also receive administrative support as well as the flexibility to create your own schedule to maintain a positive work-life balance (part-time & full-time opportunities available).

We are looking for someone who possesses the following:

- Holds a graduate degree in psychology or Social Work from an accredited university, including MA, MSc, PhD, and PsyD, MSW. Various academic backgrounds are encouraged to apply (Clinical, Counselling, Child, etc.).
- Ability to utilize empirically-validated, trauma informed practices and other evidence-based treatment modalities.
- Has relevant working experience in areas of practice, with an emphasis on trauma-related work.
- Registered (must be in good standing) with the Nova Scotia Board of Examiners in Psychology (NSBEP) or registered (must be in good standing) with the Nova Scotia College of Social Workers (NSCSW).
- Must possess Professional Liability Insurance or willingness to obtain insurance.
- Demonstrates professionalism and effective case management skills (e.g., timely reports).
- An interest in working with couples or perinatal clients will be considered an asset.

It should be noted that this position is ideally in-office, in-person sessions with the option to offer tele-health (e.g., video, phone) in the event that a client or clinician is unable to attend a session in person.

To apply for this position please send your CV to:

Lori Rose, Practice Manager & Executive Assistant at lori.rose@truenorthcr.com.

When you apply please specify the practice location for which you are applying.



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Please contact the chair or APNS office for further information or to communicate changes to the list of committees & representatives.

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GROUPS

Child & Adolescent Psychology Interest Group (CAP-I)

is comprised of psychologists who work with children and adolescents and their families. Meetings are bi-monthly during the academic year to share information on topics of interest and to provide an opportunity to get to know our colleagues who work in a range of settings (schools, hospitals, universities, private practices, forensic settings, etc).

Penny Corkum, Chair

Early Career Psychologist Group

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Contact the APNS Office for more info on how become involved in APNS committees.

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Event / Workshop \$50.00 per 45 days
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Monthly Member E-mail free

APNS Member Website Ad Rates

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For more information contact apns@apns.ca

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