

QUALITY OF LIFE

Psychologists are committed to balancing professional demands with their need for quality of life and personal health maintenance. Therefore, psychologists need the following conditions:

- ❑ *freedom* from harassment, discrimination, intimidation, or violence while in training and throughout their professional career
- ❑ *access* to appropriate resources for dealing with personal or professional problems that affect how they function in their work as psychologists
- ❑ *freedom* from reprisal when they report in good faith unsafe or unethical practices and conditions bearing on client or personal welfare
- ❑ *access* to information needed to safeguard their personal health and safety, while respecting client confidentiality
- ❑ *power* to have input into processes which will ensure personal health and safety in the work place
- ❑ *scheduling* in the provision of psychological services and psychologist training that balances both their ability to provide quality care and their need to have time for a personal life and health
- ❑ *provision* for adequate and affordable psychological liability protection.

WORK ENVIRONMENTS

Psychologists play a vital role in work environments that encompass research, private practice, school, health, business and industry. In order to preserve and promote quality within work environments, psychologists need the following conditions:

- ❑ *involvement* in work environment reform and policy planning
- ❑ *consultation* regarding issues related to service delivery, payment, funding, and terms and conditions of work
- ❑ *assurance* that changes to work environments will respect psychologists' liberty to have choices
- ❑ *assurance* that members of differing work environments respect the client-psychologist relationship, continuity of care, and the clients' freedom in the choice of a psychologist
- ❑ *freedom* to associate for collective bargaining where applicable
- ❑ *representation* formally in negotiations on issues of work environment reform, service delivery, payment, funding and terms and conditions of work
- ❑ *resources* and funding for psychological services to be negotiated by provincial psychology associations and allocation directly to psychologists
- ❑ *resources* sufficient to allow for the efficient, effective, and professional delivery and management of psychological care under reasonable and humane working conditions.

PSYCHOLOGISTS' ASSOCIATION *of* ALBERTA



INTRODUCTION

This document is a statement of the conditions which psychologists need to achieve the goal of providing their clients the best psychological services possible. It makes the assumption that psychologists are viewed from and evaluated on the basis of their areas of expertise and are otherwise treated with equality and fairness. It is consistent with the Canadian Code of Ethics for Psychologists (2000) which outlines the responsibilities of psychologists to their clients, society, the psychological profession, and themselves. According to the Code, a client is a person, family, or group (including an organization or community) receiving service from a psychologist.

Adopted by the PAA Board
September 18, 1999.

CHARTER *of* PROFESSIONAL RIGHTS FOR PSYCHOLOGISTS

CLIENT- PSYCHOLOGIST RELATIONSHIP

Psychologists recognize that psychological practice is varied and includes clinical, educational, and research activities. Psychologists regard serving the psychological needs of their clients as paramount and at the centre of the client-psychologist relationship. A strong client-psychologist relationship is one based on trust, honesty, confidentiality, and mutual respect. In order to achieve the best client-psychologist relationship, psychologists need the following conditions:

- ❑ *provision* for timely access to appropriate, exemplary psychological service for clients
- ❑ *funding* which allows for equitable access to psychological services by all clients
- ❑ *freedom* to advocate for their clients' psychological needs
- ❑ *access* to relevant information from clients and from other health care providers about clients' physical and psychological health, thus enabling the best quality care to be provided
- ❑ *authority* to keep information about clients in confidence unless disclosure is required under the mandate of the Canadian Code of Ethics for Psychologists
- ❑ *assurance* that data generated in their work environments will not be compiled, sold, or otherwise used in a manner compromising their privacy or that of their clients, except as authorized by law
- ❑ *freedom* to provide or refuse service to a client or to continue or discontinue a professional relationship.

FAIRNESS

Like all persons, psychologists deserve fair treatment in matters concerning their individual and collective interests. Therefore, during training and in practice, psychologists need the following conditions:

- ❑ *freedom* to work and act in a spirit of respect for self and others
- ❑ *respect* procedurally with regard to policy, legal, contractual, administrative, and disciplinary decision-making concerning themselves
- ❑ *access* into psychological training and delivery systems on the basis of professionally acceptable standards
- ❑ *provision* for professional input into development and delivery of psychological services
- ❑ *assurance* that psychologists will be appointed to professional staffs on the basis of required professional credentials, competence, and performance
- ❑ *remuneration* which is reasonable over the full spectrum of professional services, including administration, teaching, research and committee work
- ❑ *provision* for reasonable consideration and compensation when facilities and programs are discontinued, reduced, or transferred
- ❑ *compliance* by those employing psychologists with regard to the Canadian Code of Ethics and the Code of Conduct for psychologists.

ETHICAL PROFESSIONAL PRACTICE

Psychologists practice their profession in the service of their clients and society and collaborate with other providers of psychological service to this end. In order to discharge their professional responsibilities, psychologists need the following conditions:

- ❑ *freedom* to practice psychology in full accordance with professional and personal values, within the bounds of the Canadian Code of Ethics for Psychologists
- ❑ *authority* to work in compliance with the Canadian Code of Ethics for Psychologists in their work environments
- ❑ *regulation* by self-governing, professional psychological bodies
- ❑ *freedom* to practice psychology to the full extent of their competency, subject to licensure
- ❑ *freedom* to inform clients of all appropriate options relevant to their care and to have clinical autonomy in recommending care
- ❑ *authority* to choose and implement the best and most appropriate psychological assessments and interventions consistent with their clients' needs and preferences
- ❑ *time* and opportunity for adequate career maintenance, professional development, and collegial activities.