



Fédération Interuniversitaire des Doctorants en Psychologie (FIDEP)
c/o Rana Sioufi, President

April 30, 2013

Dear Ms. Sioufi and FIDEP members,

It is our understanding that *la Fédération Interuniversitaire des Doctorants en Psychologie (FIDEP)* has organized in support of securing funding for residency training for psychologists in Quebec. The Canadian Psychological Association (CPA) fully supports this goal, and moreover, the remuneration of professional psychology residents across Canada.

The completion of a minimum of 1600 hours of residency training in applied settings where psychologists ultimately work (e.g. hospitals, community clinics, schools, or correctional facilities) is a requirement of every accredited doctoral program in professional psychology in Canada. The residency builds on early practical training experiences and prepares psychologists for licensure and competent professional practice.

While the residency is critical to the formation of the student, the psychology resident is also a senior doctoral student with considerable expertise to contribute to the residency program and the patients it serves. The value-add to the host agency is two-fold. First, the agency has the opportunity to participate in the training of the workforce upon which it will ultimately depend. We know that one of the best ways to recruit new psychology staff is to host a psychology residency programme. Second, the agency benefits from the considerable service contributions made by a doctoral resident whose preparation, even at the residency stage, is quite advanced (i.e. it exceeds master's level training).

It has long been CPA's position that the residency forms an integral part of the training of every doctoral student in professional psychology. It has also been the CPA's position that doctoral residents, across service settings and across Canada, should be remunerated during their residency year. Remuneration during residency is in fact a requirement of CPA accreditation of residency training programmes, and the average annual stipend across programmes in Canada is approximately \$31,000. This remuneration is considered a stipend rather than a salary since it is considerably less than the amount the resident would typically earn the very next year post-graduation.

The CPA appreciates that when it comes to the funding of health care, organizations and decision-makers have difficult decisions to make. All are faced with the imperative of delivering efficient, effective and accountable service. When it comes to mental health, there is ample evidence that psychological services and interventions are indeed effective and can result in significant health cost offset. Training is a requirement of service delivery.

141, ave Laurier Ave West
Suite 702
Ottawa, (Ontario)
K1P 5J3
(613) 237-2144
1-888-472-0657
Fax: (613) 237-1674

E-mail/Courriel :
cpa@cpa.ca
www.cpa.ca

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Training Canada's health human resource is a collective responsibility. This responsibility includes both developing the skills and valuing the work contributed by students and residents. The time and expense necessary to training skilled professionals comes at a cost; the majority of this cost is in fact borne by individuals, but it can be offset in modest ways by the organizations that will depend upon them as future professionals.

Sincerely,

A handwritten signature in black ink, appearing to read "K. R. Cohen". The signature is fluid and cursive, with a large initial "K" and a distinct "C" at the end.

K. R. Cohen, Ph.D., C.Psych.
Chief Executive Officer
Canadian Psychological Association