



# Victorian Forum

Professor Brin Grenyer, Chair, Psychology Board of Australia

Thursday 1 May 2014

# About the Board

## Vision

- A competent and flexible psychology workforce that meets the current and future needs of the Australian community

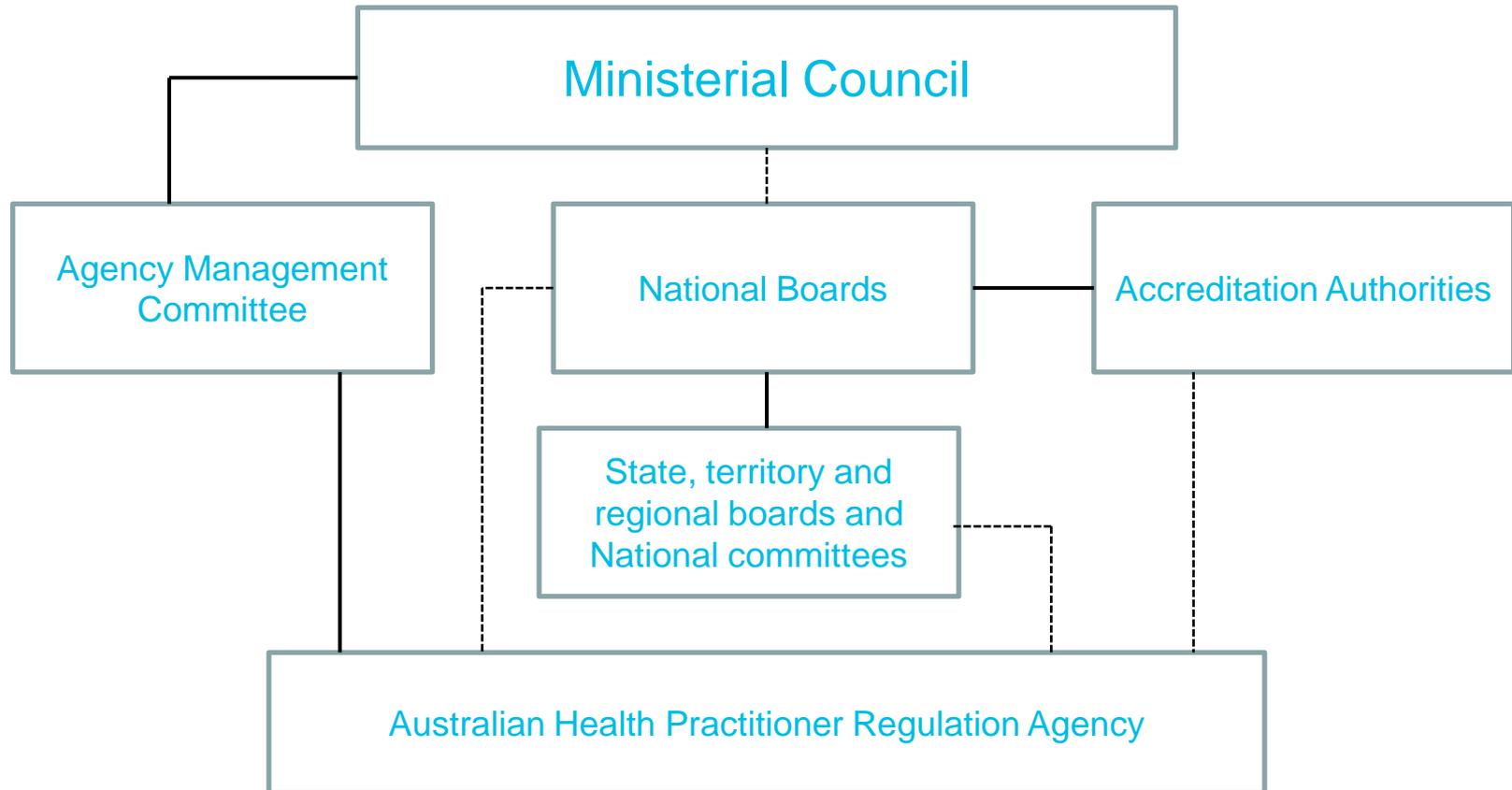
## Functions

- registering psychologists and provisional psychologists
- developing standards, codes and guidelines for the psychology profession
- handling notifications, complaints, investigations and disciplinary hearings
- assessing overseas trained practitioners who wish to practise in Australia
- approving accreditation standards and accredited courses of study.

# Drivers of change

1. **Public** – consumers of psychologists
2. **Universities** – priority setting, staffing choices, funding arrangements, curriculum choices
3. **Professional societies** – advocacy and lobbying
4. **Governments** – opportunities for workforce reform and funding of public priorities
5. **Employers** – budgets to fund workforce and value for money arrangements
6. **Accreditation agency** – quality and integrity of **programs** of study whilst encouraging flexibility
7. **Regulatory agency** – standards for public safety
8. **International** recognition and mobility

# Structure of the National Scheme



# The National Scheme\* is designed to:

- assure the safety and quality of services delivered by health professionals
- facilitate health workforce mobility and innovation, and
- improve productivity through the national regulation of health practitioners

A review of the NRAS is about to be conducted by Mr Kim Snowball, (WA)

\* National Registration and Accreditation Scheme

# Registered psychologists in Australia

## Psychologists: registration type by state or territory

State/ territory	General	Non- practising	Provisional	Total	% by state
ACT	689	36	98	823	2.64
NSW	8,757	499	1,125	10,381	33.3
NT	196	5	31	232	0.75
QLD	4,471	231	841	5,543	17.78
SA	1,300	71	180	1,551	4.97
TAS	431	26	57	514	1.65
VIC	6,936	275	1,200	8,411	26.98
WA	2,684	140	486	3,310	10.62
No PPP state	308	99	4	411	1.31
<b>Total</b>	<b>25,772</b>	<b>1,382</b>	<b>4,022</b>	<b>31,176</b>	<b>100</b>

# Psychology workforce

- With over 31,000 psychologists holding some form of registration, this makes ours the third largest health profession after nursing and midwifery, and medicine.
- Even allowing for retirements, the psychology workforce is growing. Growth is currently between 3 to 6 per cent a year, an increase of 700-1,000 psychologists entering the workforce each year. This is in contrast to the growth of the Australian population, which is 1.8 per cent.

# No current workforce shortage



Australian Government

ANZSCO 2723  
**Psychologist**

Australia  
February 2012

**Current labour market rating**

**No shortage**

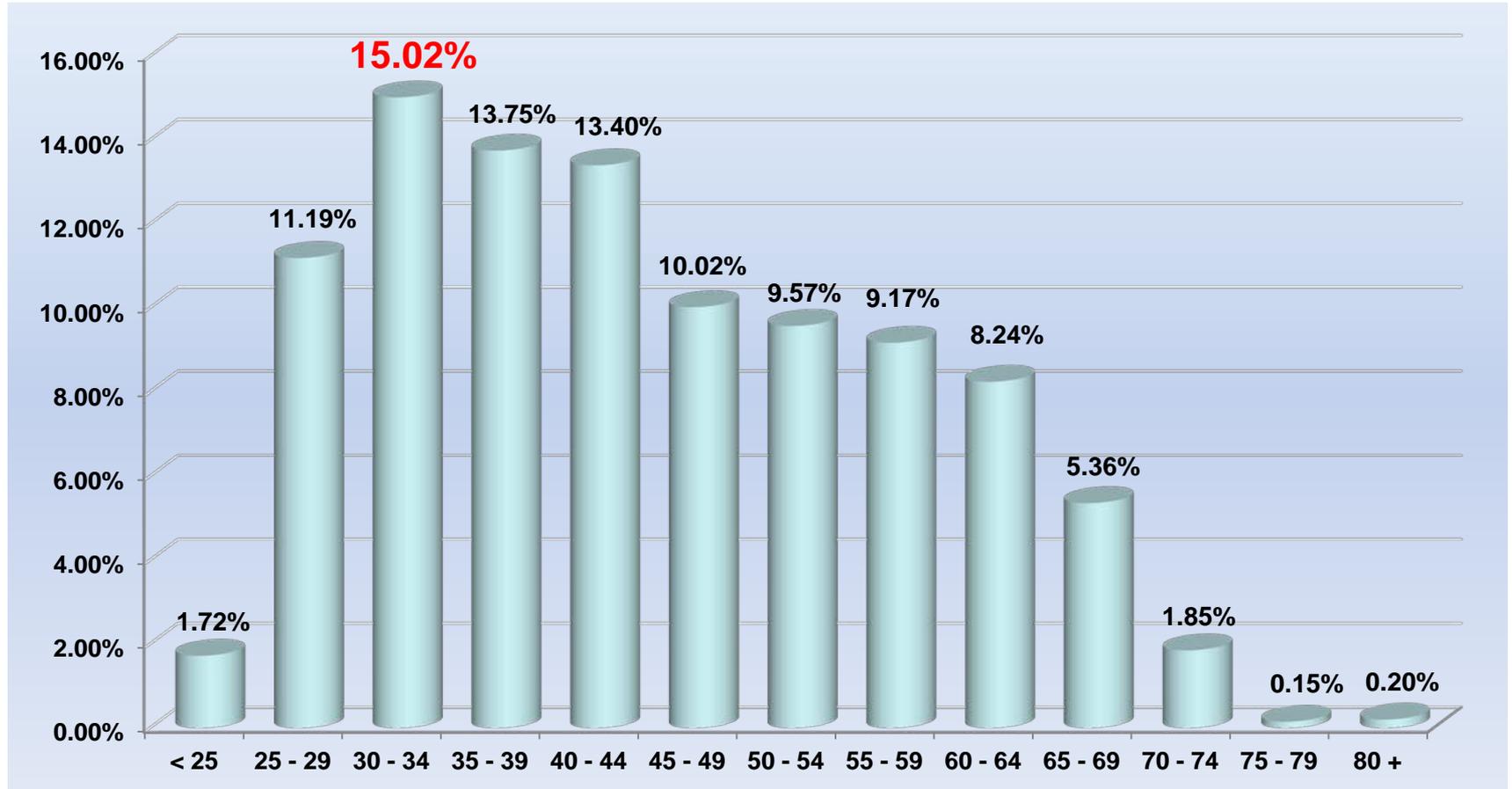
Previous labour market rating (April 2011)

Shortage

## Comments

*Employers recruiting in 2012 generally attracted multiple suitable applicants and filled their vacancies with relative ease compared with 2011.*

# Psychologists by age group



# Area of practice endorsements

- There are now 10,129 psychology area of practice endorsements held on the register.
- In November 2010 there were only 5,844 endorsements.
- 9,085 individual psychologists now hold one or more endorsements.
- Over one third of general psychologists now hold one or more endorsements (35%).
- 90% of endorsed psychologists hold one endorsement, 10% hold two or more.

# Current trends...

- Clinical psychology is the most frequent area of practice endorsement, and is recognised by governments in industrial awards, Medicare rebates, medico-legal bodies, is well represented across universities and is driven by student demand
- 70% of psychologists with one endorsement have it in clinical psychology
- 65% of all endorsements are in clinical psychology
- Rethink routes to other AoPE – accredited courses, supervision, professional development plus structured oral and written exams

# Revised general registration standard

## Current

- a) an accredited Master's degree; or
- b) a five year accredited sequence of study followed by a one year Board approved internship (5+1); or
- c) a four year accredited sequence of study followed by a two year Board approved internship (4+2); or
- d) a qualification that in the Board's opinion is substantially equivalent to either (a), (b) or (c).

## Proposed

- a) a Board-approved postgraduate qualification accredited as a fifth and sixth year of study, or
- b) all fifth and sixth year-level coursework and practicum of a Board-approved postgraduate qualification accredited as a fifth, sixth and seventh year of study and having made sufficient progress in the research thesis, or
- c) a Board-approved qualification accredited as a fifth year of study followed by successful completion of a Board-approved 5+1 internship program, or
- d) a Board-approved 4+2 internship program, or
- e) an overseas qualification and supervised practice assessed by the Board as substantially equivalent to either i), iii), or iv) and successful completion of a Board-approved transitional program (unless exempt).

# Public protection

## Complaints against psychologists

# Notification process

## Notification process



# Notifications to the Board – 2012/13

- 471 complaints and notifications lodged against registered psychologists.
- 63% conduct, 6% health and 31% performance.
- psychology profession had the biggest percentage increase in notifications, with a 28 per cent increase.

Table 98: Notifications received by state or territory

Psychologist	2012/13	2011/12	2010/11
ACT	31	11	11
NT	6	6	2
QLD	104	62	110
SA	23	26	22
TAS	9	8	11
VIC	114	96	102
WA	33	28	16
<b>Sub Total</b>	<b>320</b>	<b>237</b>	<b>274</b>
NSW	151	130	116
<b>Total</b>	<b>471</b>	<b>367</b>	<b>390</b>

# Reasons for notifications

- Most frequent - poor communication, including failing to communicate on issues such as limits of confidentiality, how reports would be used, the length and type of treatment proposed, and costs of treatment.
- Other common examples - psychologists being rude and insensitive to the client and poor performance such as report writing or business practices.
- Less common - but more serious issues include boundary violations.

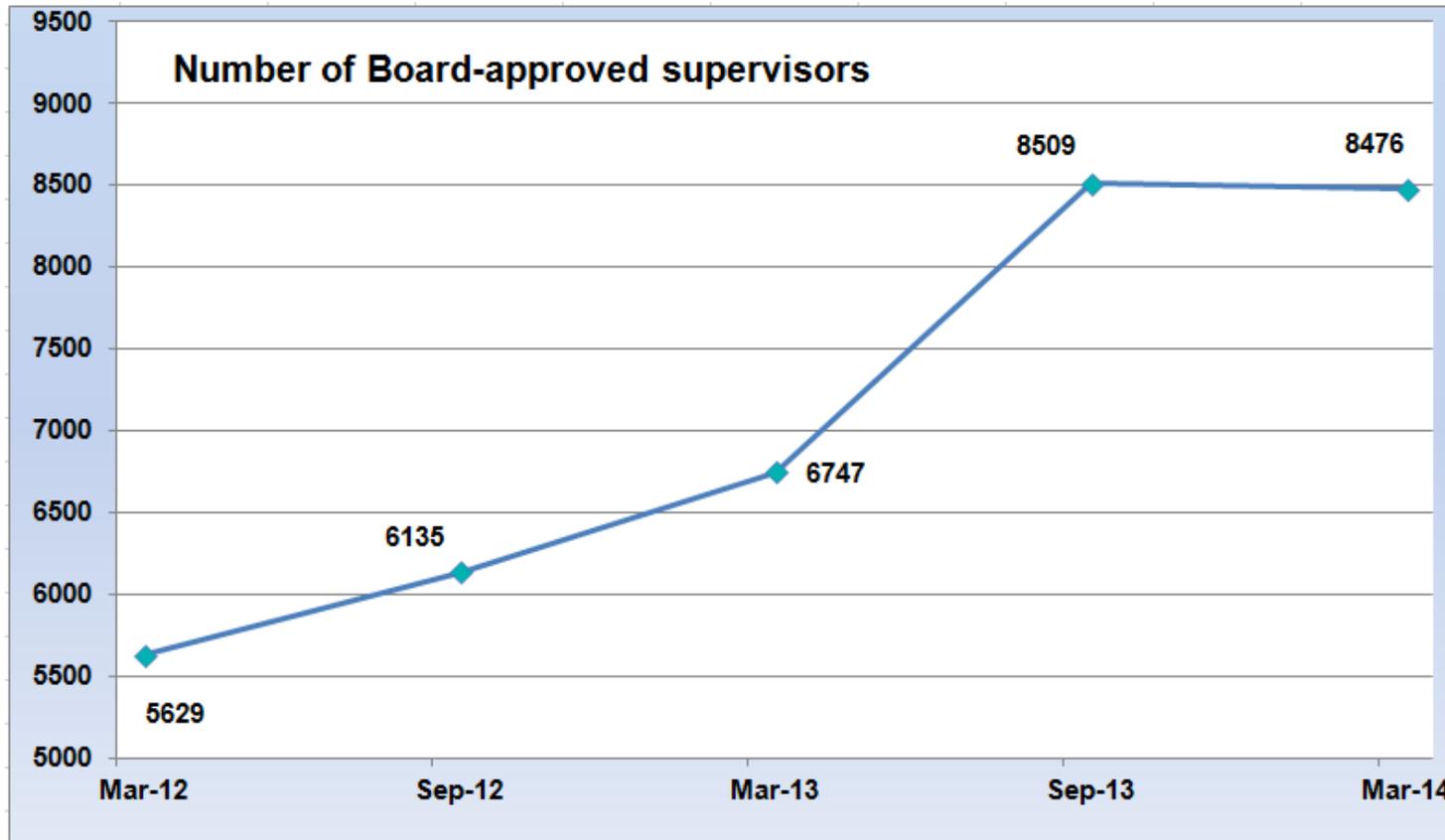
# Practitioner audit

- Audits ensure that psychologists are meeting the mandatory registration standards
- If you are selected for audit, you will receive an audit notice in the mail from AHPRA. It includes a checklist that outlines what supporting documentation is required to demonstrate that you meet the standard(s) being audited.
- Audits of random samples of psychologists occur periodically throughout the year

# Supervisors and supervisor training

- The Board's approach
  - Supervision is critical
  - Quality training for supervisors (competency-based, best practice)
  - Quality supervisors for the four training pathways (4+2, 5+1, Masters, Registrar)
  - Training for regional areas a priority
- Where things are up to
  - About 8500 supervisors now listed on website
  - The Board published the *Guideline for supervisors and supervisor training providers* in April 2013.
  - The Board has determined the outcome of the application process to become a Board-approved supervisor training provider for the next five years.

# 30% increase in approved supervisors



One in three general psychologists is an approved supervisor

# Supervisors (cont...)

Before 1 July 2013, grandfathering provisions to become Board-approved supervisor  
 Since 1 July 2013, new supervisors to have completed approved supervisor training  
 University supervisors of fieldwork practicums must be Board-approved

Supervisor status	Requirements that must be met from 1 July 2013	Training requirements (every five years)
Transitioned to the National Scheme as a Board-approved supervisor in 2010	No requirement	Complete Board-approved supervisor training (master class) any time before 1 July 2018 (on the basis of self-assessment) and every five years afterwards
Became a new Board-approved supervisor before 30 June 2011 by completing form ABAS-76 (1.45 MB, pdf)	No requirement	Complete Board-approved supervisor training (master class) any time before 1 July 2018 (on the basis of self-assessment) and every five years afterwards
Psychologists applying for supervisor status after 1 July 2013	Yes, must meet the new requirements for Board-approved supervisors	Complete Board-approved supervisor training (full training) before applying to become a Board-approved supervisor Complete Board - approved supervisor training (master class) every five years from date of approval

**Note\*:** Full training consists of 3 components: 1=knowledge/preparatory reading; 2=skills training; and 3=competency-based assessment and evaluation.

**Note\*\*:** With the exception of three universities, all providers have agreed to provide supervisor training in both regional and urban areas; many providers have indicated that they will provide additional workshops in regional/rural areas on request.

## New supervisor training providers

Name of provider	Full training	Master class training	Location**
The APS Institute	Yes	Yes	National
The Cairnmillar Institute	Yes	Yes	NSW, VIC, WA
Clinical Supervision Services	Yes	Yes	NSW
Communicare	Yes	Yes	NSW, WA
Dr Daphne Hewson	No	Yes	National
Deakin University	Yes	Yes	VIC
Learning Links	Yes (component 2 and 3 only)*	Yes	NSW, QLD, SA, TAS, VIC
Monash University	No	Yes	Melbourne
STAP	Yes (component 2 and 3 only)*	Yes	National
Swinburne University	Yes	Yes	Melbourne
University of NSW (Wentworth Clinic)	Yes (component 2 and 3 only)*	Yes	NSW
Victoria University	No	Yes	Melbourne

# Examination

- A standard entry to the profession to ensure all have a minimum standard of applied knowledge of ethics, assessments, interventions and communication competencies

# National Psychology Examination

- Sit in the 6<sup>th</sup> year
- 3-hour multiple choice
- 4 domains - ethics, assessment, intervention, communication
- Candidates can fail up to 3 times before needing to do further internship work
- Examinations are run in confidential, secure test centres across Australia
- Scheduled exam dates - 23 May, 22 Aug and 12 Dec 2014
- Cost \$450

# When you need to sit the exam

Applicant	When need to sit exam	Date from when need to sit and pass exam to be registered
Provisional psychologist in 4+2 internship	During 6th Year (after 1,540 hours of supervised practice internship)	1 July 2014
Provisional psychologist in 5+1 internship	During 6th Year (within approved supervised practice internship)	1 July 2014
Person returning to psychology practice after 10 years	As directed by Psychology Board of Australia in response to application	1 July 2014
Provisional psychologist in Masters/DPsyc/PhD	During 6th Year (within accredited training program)	1 July 2016*
Person with overseas qualifications in psychology who meet other requirements	During approved supervised practice internship (usually this is a 3-month program)	1 July 2013
Person required to do so by Board or Panel or Tribunal	As directed by authority	As directed by authority

\*Currently exempt until 30 June 2016. The Board will review this exemption prior to 2016.

# Why?

- Quality assurance that provisional psychologists have met minimum standards for general registration
- Assessment of overseas-trained psychologists to assure meet standard and know Australian ethical and professional context of work
- Test applied knowledge where questions of performance have been notified

# Only one part of a system for assuring competence

- ... core undergraduate knowledge
- ... accredited qualifications
- ... supervisor assessment and training

# EPPP

- EPPP Examination for Professional Practice in Psychology
- North American MCQ examination EPPP tests knowledge from whole curriculum
- EPPP developed in 1965 and is focused on the unregulated university training market – set the basic to applied psychology knowledge required
- Common to 63 separate psychology regulations across North America

# The challenge ...

- Australian test relevant to Australian context and focused on professional psychology
- Test important content
- Using well-structured questions
- Differentiate entry-level knowledge from specialist knowledge
- Differentiate our general examination (MCQ) from specialist examinations (written, oral, in vivo)
- What sits between 4<sup>th</sup> year and 7<sup>th</sup> year?

# Strengths

- Examinations
  - Provides evidence that the candidate possesses relevant knowledge and professional reasoning at a required level
  - Provides a structure upon which training can be based – i.e. manages expectations about what is the required level of knowledge for general registration

# What to test?

Professional psychology – application of knowledge in key domains such as:

- Assessment of psychological problems and strengths
- Interventions to solve psychological problems and build strengths
- Application of evidence-based practice
- Ethical and professional reasoning
- Appropriate communications (including cross-cultural, life-span)

# What not to test --- (?)

- Recall of facts
- Memory-dependent information readily accessible to professional (e.g. diagnostic criteria, norms for tests,
- Irrelevant but interesting information
- All curriculum in Years 1-4 – i.e. the contents of a major first-year Textbook

# Example

You have been seeing a client for a driving phobia following a traffic accident when she was driving a work car. During the course of therapy the client discloses that she was a victim of bullying in her workplace, for which she recently submitted a Workcover claim. You then receive a valid subpoena to provide all your client records. Legal representatives of the alleged perpetrator of the bullying initiated the subpoena.

What is the most appropriate response to the subpoena?

- A. You are not obliged to release any information as client records are subject to professional privilege
- B. You should only release information about the client that you judge to be in their best interests
- C. You should release a summary of the client records but retain a more detailed set of notes
- D. You must release all information that is requested as there is no professional privilege
- E. You must not release the client records as it constitutes a breach of confidentiality

The correct answer is D.

Explanation:

A is not the most appropriate response. Psychologists are obliged to provide all information, documents and other data from their client records specified in a valid subpoena. In this case psychologists are not protected by professional privilege.

B is not the most appropriate response. Psychologists are obliged to provide all information, documents and other data within their client records specified in a valid subpoena. All records listed in the subpoena must be provided; there is no discretion in this matter.

C is not the most appropriate response. Psychologists are obliged to provide all information, documents and other data within their client records specified in a valid subpoena. All records, documents and information or other types of records kept (eg electronic records) listed in the subpoena must be provided; there is no discretion in this matter.

D is the most appropriate response. **Information, documents, data and any other records gathered in the course of a psychological service are not subject to professional privilege. You are required to release all information, documents and other types of records specified in a valid subpoena. This is one of the cases where a legal obligation overrides the normal protection of confidentiality of client records. The psychologist is at liberty to communicate their concerns about releasing this information to the court or relevant authorities, but nevertheless is required to act on a valid subpoena.**

E is not the most appropriate response. Legal obligations such as a valid subpoena override normal confidentiality requirements.

# More information

<http://www.psychologyboard.gov.au/Registration/National-psychology-exam.aspx>

The screenshot shows the Psychology Board of Australia website. At the top left is the logo and name "Psychology Board of Australia". To the right is a search bar with a "Search" button. Below this is a navigation menu with links for Home, About Psychology, Registration (highlighted), Endorsement, Standards and Guidelines, Accreditation, and News. A breadcrumb trail reads "HOME > REGISTRATION > NATIONAL PSYCHOLOGY EXAM". The main heading is "National Psychology Exam". On the left is a sidebar menu under "Registration" with options: Fees, Forms, Renewals, General Registration (+), National Psychology Exam (-), Overview and background of examination, Content of the examination, and Sitting the examination. The main content area has three sections: 1. "The national psychology examination ensures a consistent professional standard of psychologists nationally. Passing the examination will be required in order to gain [general registration](#)." 2. "The sections below provide information to assist candidates preparing for the examination. Alternatively, you can download the *Guidelines for the National Psychology Examination* available on the [Codes, Guidelines and Policies](#) page." 3. "Overview and background of examination" with the text "Find out about purpose of the examination including overall requirements, exemptions and transition provisions." On the right, there is a section "NEED TO SIT THE NATIONAL PSYCHOLOGY EXAM?" with a "1 EXAMINATION PORTAL" button and an "IMPORTANT DATES:" section listing: "Next scheduled examination Friday 21 February 2014", "Registration open from Fri 17 Jan - Fri 14 Feb 2014", and "Upcoming examination dates".

# The 5+1 is growing...

- Board strongly supports more universities offering 5+1 programs
- Approximately 300 provisional psychologists are currently completing the 5+1 internship program
- AQF 9 – title change to a Masters (coursework) qualification
- The Board has approved the new *Guidelines for the 5+1 internship program.*

# Review of accreditation arrangements

- An important objective of the National Law is to facilitate the provision of high-quality education and training of psychologists.
- The accreditation function is the primary way of achieving this.
- Since the start of the National Scheme, APAC has been the accreditation body for the psychology profession.
- Last year the Board reviewed these arrangements, and based on consultation feedback sought changes to APAC's independence and governance arrangements.

# Accreditation arrangements must have...

1. Good governance - the accreditation authority effectively governs itself and demonstrates competence and professionalism in the performance of its accreditation role.
2. Independence – the accreditation authority carries out its accreditation operations independently.
  - Registrants and University fees, must operate effectively
  - Autonomy that will stand up to judicial appeal
  - No undue influence or conflict of interest
  - Accreditation is a statutory function under the National Law

# Accreditation arrangements

- July 2010 - Ministerial assignment to APAC to 1 July 2013
- June 2011 – PsyBA commences working with APAC and the APS on governance and independence issues
- September 2012 - Board's public consultation - 20 submissions support limited one year re-assignment
- Current arrangement - 30 June 2014
- February 2013 – submission from APS for revised constitution of APAC
- November 2013 – Process to consider accreditation in relation to National Law and Quality Framework

# New look APAC

Joint statement issued by the Board and APS on 1 November 2013 outlined key changes:

APAC will consist of three members, the APS, HODSPA, and a nominee of the PsyBA.

The Board of APAC will now comprise the following 12 persons as Directors.

1. APS shall nominate three psychologists, and one community member
2. PsyBA will nominate three psychologists, and one community member
3. HODSPA will nominate three academics with expertise in psychology, and one community member

Of those nominated by APS and HODSPA respectively, only one shall be entitled to hold any office in, or be employed by, APS or HODSPA. The PsyBA nominees will not hold any office in the PsyBA.

No person shall serve as a Director of APAC for a cumulative total exceeding six years, and terms will be for a maximum of three years.

# Review of APAC standards

- Board has requested a complete standard:
  - General registration
  - 5+1
  - Area of practice endorsement
  - Bridging programs
- Board has requested integration with supervisor training and examination competencies
- Board has requested further public consultation

# Psychology Board of Australia – current plans

# Current priorities

- Undertake a review of the Board's regional governance structure
- Continue running National Psychology exams across Australia
- Prepare for transition to the Board's assessment of overseas qualified health practitioners
- Complete the review of the 4+2 internship program guideline
- Complete the review of the Board's core registration standards

# Consultation papers

1. Psychology standards (Oct 2009)
2. Codes and guidelines (Mar 2010)
3. Supervisor training (May 2010)
4. Psychological testing (May 2010)
5. Revisions to endorsements (Aug 2010)
6. Proposal for limited registration (teaching and research) (Nov 2010)
7. Area of practice endorsements – exposure draft (Nov 2010)
8. Revisions to professional indemnity insurance requirements (Dec 2010)
9. Guidelines on the National Psychology Examination (May 2011)
10. Consultation on amendment to the provisional registration standard for the 5+1 (Jul 2011)
11. Professional indemnity insurance (PII) – exposure draft (Sep 2011)
12. Guidelines for supervisors and supervisor training providers – exposure draft (Nov 2011)
13. National Psychology Examination curriculum (Nov 2011)
14. International criminal history checks (Jun 2012)
15. Review of accreditation arrangements (Sep 2012)
16. Proposed data access and research policy (February 2013)
17. Advertising and mandatory reporting guidelines, social media policy and code of ethics (April 2013)
18. Guidelines for the National Psychology Examination (Apr 2013)
19. Guidelines for the 5+1 internship program (May 2013)
20. International criminal history checks (Oct 2013)
21. Review of the English language skills and Criminal history registration standards (Oct 2013)
22. **Review of the requirements for general registration, CPD and recency of practice (Current)**
23. **Upcoming – Review of the provisional registration standard and guidelines for the 4+2 internship program**

# Communiqué and newsletter

- National Board meets once a month
- After each meeting Board has issued a **communiqué** of key decisions and activities
- Board **newsletter** – Issue 1, December 2010; Issue 2, August 2011; Issue 3, November 2011; Issue 4, March 2012; Issue 5, August 2012; Issue 6, November 2012; Issue 7, May 2013; Issue 8, July 2013; Issue 9, November 2013; Issue 10, April 2014

# Board's website: [www.psychologyboard.gov.au](http://www.psychologyboard.gov.au)

The screenshot shows the homepage of the Psychology Board of Australia. At the top, there is a navigation bar with 'AHPRA | Psychology Board' on the left and 'Contact Us | Your Account' on the right. Below this is a header area with the Psychology Board of Australia logo on the left and a search bar on the right. A main navigation menu is located below the header, with links for 'Home', 'About Psychology', 'Registration', 'Endorsement', 'Standards and Guidelines', 'Accreditation', and 'News'. The main content area is divided into two columns. The left column features the title 'Psychology Board of Australia' and the tagline 'Working in partnership with AHPRA to protect the public and guide the profession.' The right column is titled 'Renewals:' and contains two buttons: 'Renew your registration online' and 'Check progress of your renewal application'. Below the main content area, there are three columns of 'Top Content'. The first column, 'Top Content', lists '1 Check the register' (Confirm your health practitioner is registered) and '2 Make a Notification' (Concerned about the health, conduct, or performance of a health practitioner?). The second column, 'Registration', lists 'Register to Practise' (Ready to apply for registration as a health practitioner?) and 'Graduate applications' (Applied for registration? Check the National Register to see if you are registered to practise). The third column, 'Latest News', lists two news items: 'All AHPRA offices will be closed during the Easter holiday period and on Anzac Day' (17/04/2014 | Read Article) and 'The Psychology Board releases Issue 10 of Connections newsletter' (16/04/2014 | Read Article).

# More information...

- Website – [www.psychologyboard.gov.au](http://www.psychologyboard.gov.au)
- Questions and correspondence
  - Chair, Professor Brin Grenyer
  - [psychologychair@ahpra.gov.au](mailto:psychologychair@ahpra.gov.au)
- General enquiries: use email enquiry form on website