



Perth Forum

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Chair, Psychology Board of Australia

Thursday 27 November 2014

Presentation outline

1. Overview of the National Scheme
2. About registered psychologists
 - Profile
 - Notifications
3. The Board's work
 - Recent initiatives
 - Current priorities
4. Communications

Psychology in Australia

- 1900 – first Mental Philosophy courses
- 1925 – 3 year Undergraduate Psychology course commences at Sydney University
- 1930 – 3 year Undergraduate Psychology course commences at University of Western Australia



Psychology in Australia

- 1920 First government appointments of psychologists in New South Wales, South Australia, Tasmania and Western Australia
- 1944 Foundation of the Australian Branch of the British Psychological Society (44 members)
- 1965 Registration of Psychologists commences - Victoria enacted Psychological Practices Act
- 1966 Foundation of the Australian Psychological Society (941 original members)

About the Board

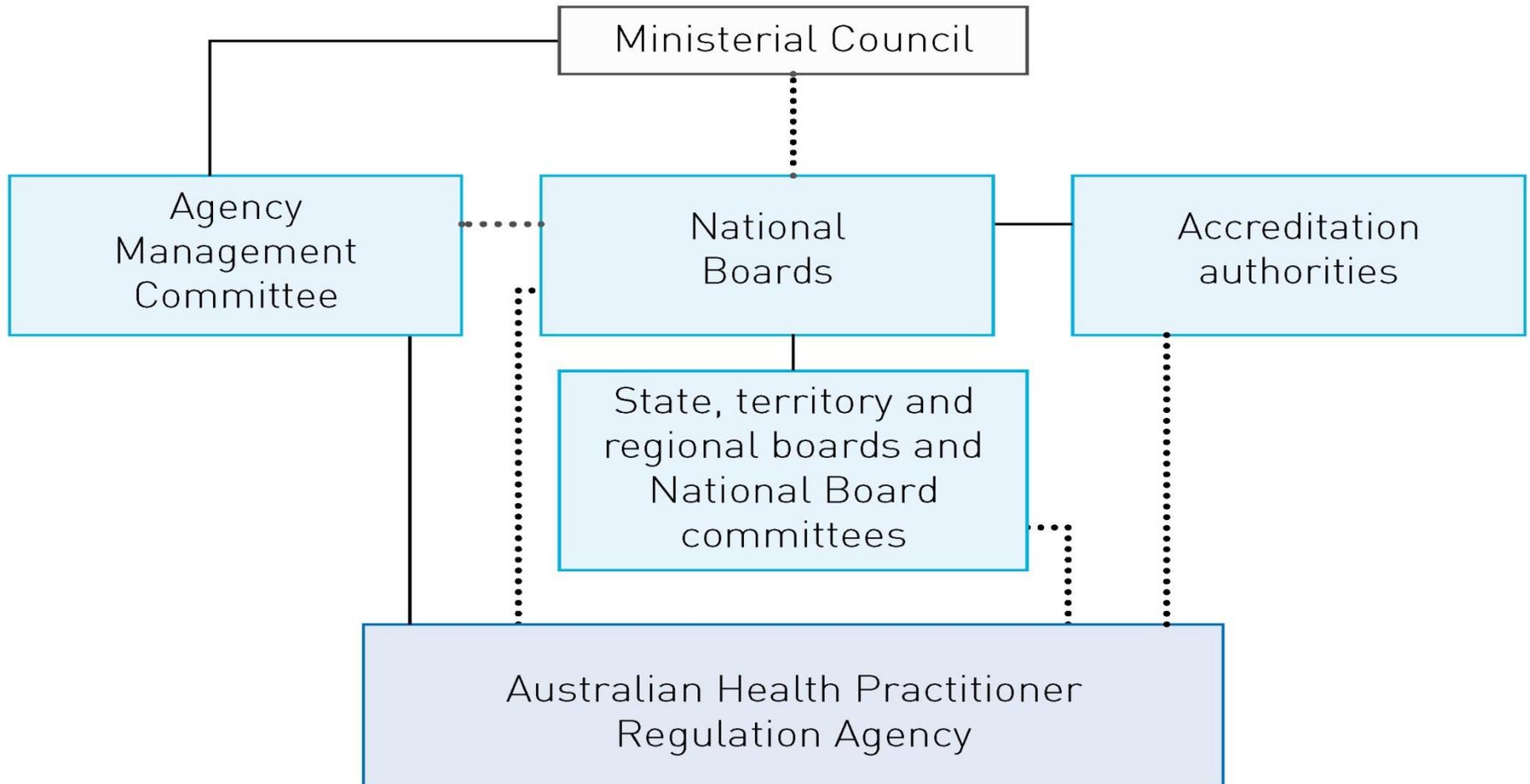
Vision

- 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.

Structure of the National Scheme



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

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 being conducted by Mr Kim Snowball, (WA)

Snowball review of the national scheme

- Refinement not wholesale change
- Australian Health Workforce Advisory Council - accountability
- Complaints model - Qld, National, NSW - better consumer understanding
- Differentiation of Board structure based on volume and risk
- Entry of new professions into scheme - red tape and cost
- Chairs of National Board - from regulated profession or any profession/community by merit?
- Exemption for mandatory notification by treating practitioners (WA, Qld model)
- Decision needs to be made about the length of time adverse findings are left on a Register - should be specified at the time?

About registered psychologists

Registered psychologists in Australia (as at 30 June 2014)

Registration Type	ACT	NSW	NT	QLD	SA	TAS	VIC	WA	No PPP ¹	Total
General	695	8,905	194	4,544	1,320	443	7,076	2,733	309	26,219
Provisional	100	1,171	32	842	181	61	1,248	468	5	4,108
Non-practising	37	499	4	240	72	23	279	139	97	1,390
Total Practitioners	832	10,575	230	5,626	1,573	527	8,603	3,340	411	31,717



¹ No PPP represents psychologists who do not have an Australian Principal Place of Practice recorded on the register usually because they are currently residing overseas or who have not provided a valid PPP.

No current workforce shortage



Australian Government

ANZSCO 2723
Psychologist

Australia
February 2012

Current labour market rating

No shortage

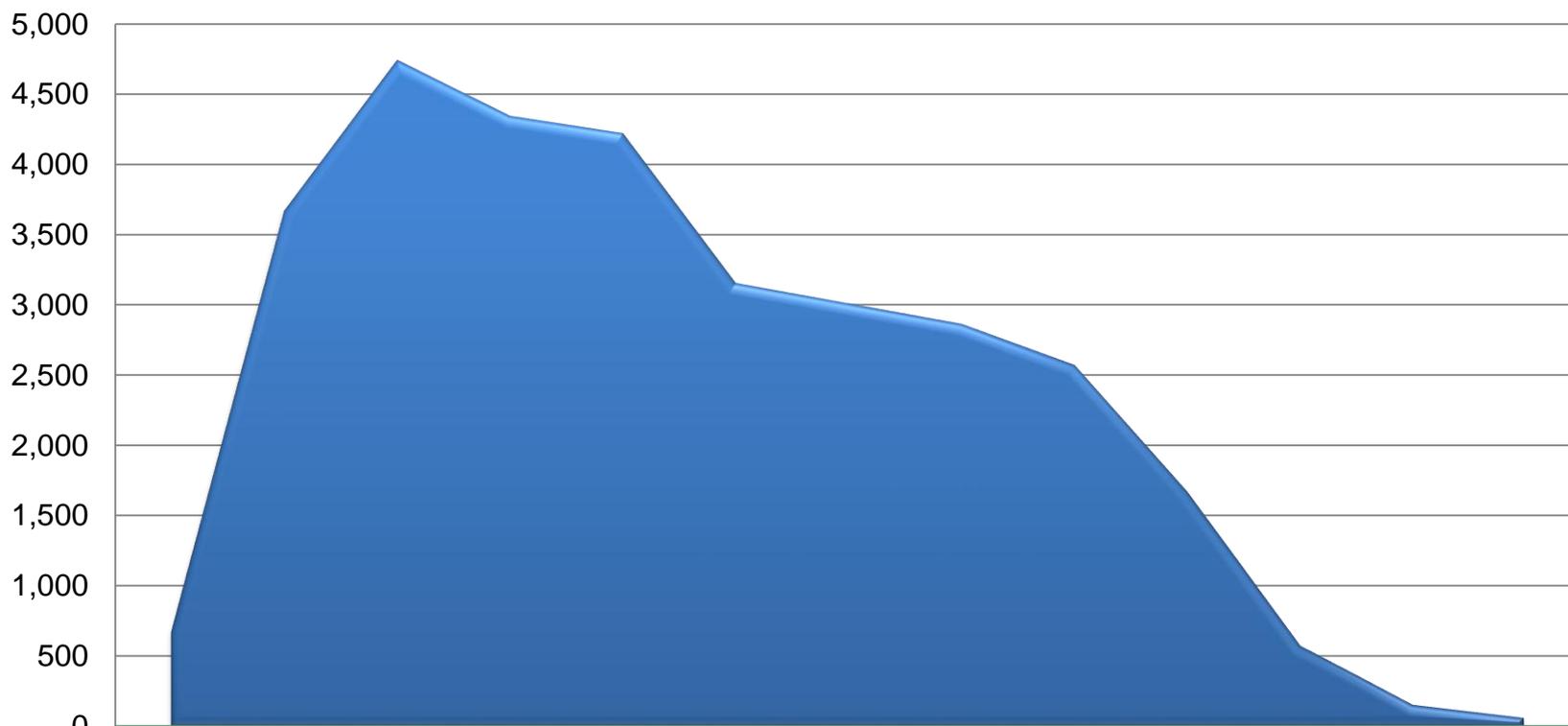
Previous labour market rating (April 2011)

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 (as at 30 June 2014)



	U-25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	75-79	80+
■ Number of registrants	672	3,668	4,744	4,344	4,221	3,154	3,010	2,864	2,572	1,671	576	158	63

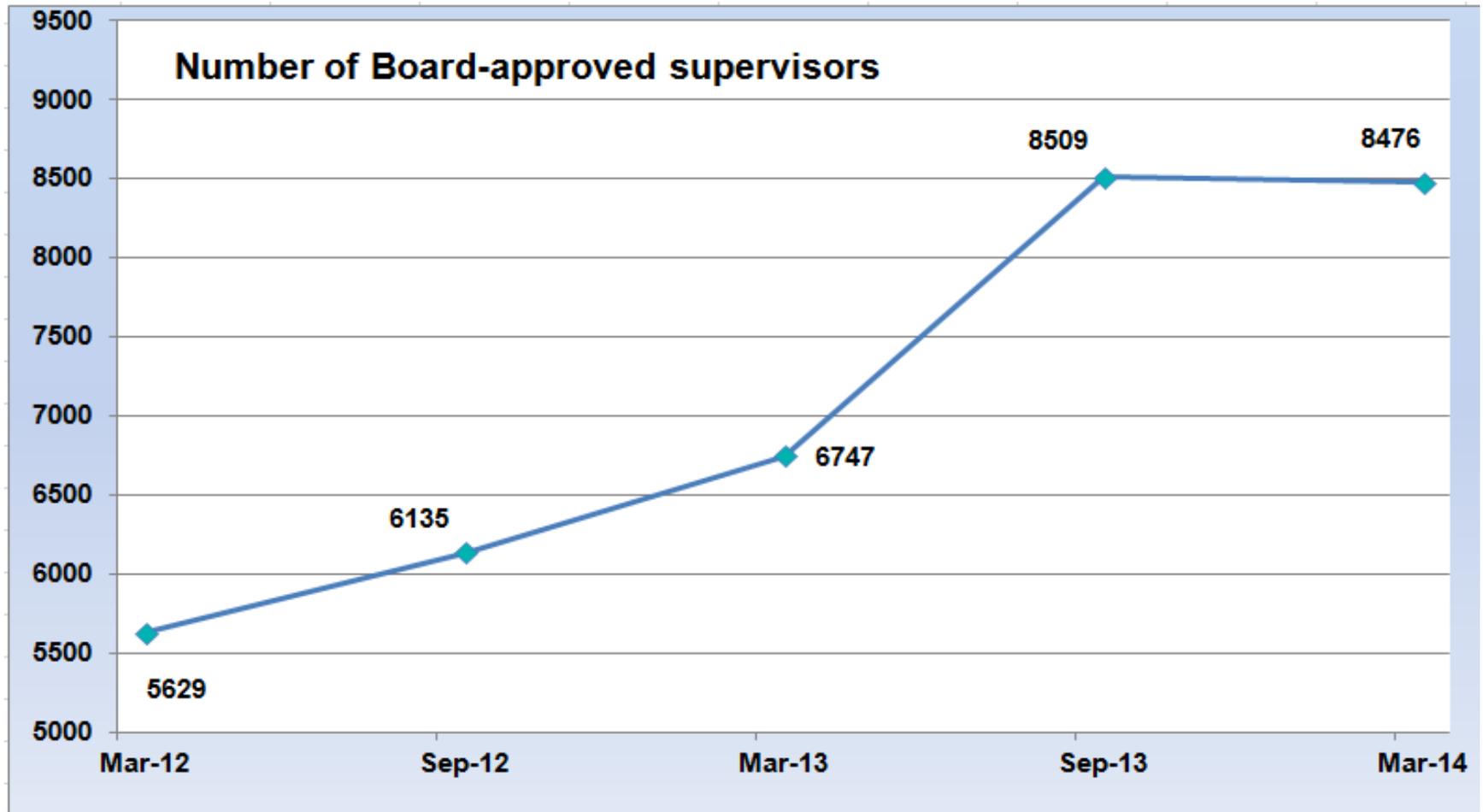
Area of practice endorsements (as at 30 June 2014)

- There are 10,274 psychology area of practice endorsements held on the register
- In November 2010 there were only 5,844 endorsements
- 9,221 individual psychologists now hold one or more endorsements
- 90% of endorsed psychologists hold one endorsement, 10% hold two or more
- 70% of psychologists with one endorsement have it in clinical psychology

For WA, the endorsement count is.....

Area of practice endorsement	WA	Australia
Clinical neuropsychology	32	565
Clinical psychology	957	6,716
Community psychology	10	56
Counselling psychology	136	941
Educational and developmental psychology	69	599
Forensic psychology	39	528
Health psychology	8	312
Organisational psychology	42	463
Sport and exercise psychology	8	94
Total	1,301	10,274

30% increase in approved supervisors



One in three general psychologists is an approved supervisor

Number of approved supervisors by state or territory

Principal Place of Practice	Number of supervisors	% of general registrants*
ACT	197	28.84%
NSW	3,010	34.54%
NT	65	33.51%
QLD	1,463	32.91%
SA	444	34.34%
TAS	161	37.70%
VIC	2,016	29.24%
WA	1,092	40.82%
No PPP	28	9.06%
Total	8,476	33.07%

Notifications against psychologists in 2013-14

By jurisdiction	No.
ACT	21
NT	5
QLD	112
SA	29
TAS	11
VIC	114
WA	27
2014 Sub Total	319
NSW	168
2014 Total	487
2013 Total	471
2012 Total	367

By stream		
Conduct	AHPRA	181
	NSW	58
Health	AHPRA	29
	NSW	15
Performance	AHPRA	109
	NSW	95

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.

Issue	National Scheme	NSW
Behaviour	13	11
Billing	13	3
Boundary violation	18	17
Clinical Care	48	48
Communication	52	17
Confidentiality	26	11
Conflict of Interest	5	
Discrimination		
Documentation	44	28
Health Impairment	28	15
Infection / Hygiene		
Informed Consent	3	1
Medico-legal conduct	13	
National Law Breach	6	3
National Law Offence	5	6
Offence	5	3
Other	20	
Pharmacy / Medication		1
Research/ Teaching	4	
Response to Adverse Event		1
Teamwork / Supervision	2	3
Not recorded	14	
Total 2013/14	319	168

Recent initiatives

Review of core registration standards

- The Board has been reviewing its core registration standards along with other National Boards:
 - Criminal History
 - English language skills
 - Continuing professional development
 - Recency of practice
 - Professional Indemnity Insurance (will be reviewed next year)
- As part of this review the Board has also reviewed the
 - General registration standard

Review of core registration standards

- The Board has undertaken public consultation on proposed amendments to these registration standards
 - Review of the English language skills and Criminal history registration standards (Oct 2013 to December 2013)
 - Review of the requirements for General registration, CPD and recency of practice (May to July 2014)
 - Review of the provisional registration standard (To commence December 2014)
- In due course revised standards will be submitted to Ministerial Council for approval.
- Revised standards will be published before they are due to commence.
- Transitional arrangements will be developed to deal with applications received between publication of the new standard and its commencement.

Supervisors and supervisor training

- The Board's approach:
 - Supervision is critical for all psychologists
 - Quality training for supervisors should be available (competency-based, best practice)
 - Quality supervisors should be available for the four training pathways (4+2, 5+1, professional degree, Registrar program)
 - Training for regional areas a priority

Who needs a Board-approved supervisor?

- All provisionally registered psychologists undertaking:
 - 4+2
 - 5+1
 - Placements in professional degrees
- Provisional psychologists working in addition to placement
- Registrars for area of practice endorsement
- (Peer supervisors and line managers are not required to be Board-approved)

What do supervisors need?

- general registration without conditions
- at least two years work experience
- To demonstrate seven supervisory competencies
- Regular Board-approved training:
 - Full training to obtain Board-approved supervisor status (knowledge, skills and competency assessment)
 - Master class training once every 5 years (1 day) (training counts as general CPD)

Supervisor training providers

- The Board does not provide supervisor training itself
- The Board has 12 approved training providers selected through a competitive EOI process
- Tried to ensure national coverage
- Training providers have to meet the Board's criteria for curriculum, supervisor competencies, trainer qualifications, providing rural workshops and reporting
- Are approved for 5 years (until December 2018)
- Monitoring provision and may appoint more special need providers if necessary

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.

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: what is the purpose?

- A standard entry to the profession to ensure all psychologists (regardless of training pathway) have a minimum standard of applied knowledge of ethics, assessments, interventions and communication competencies
- 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

National Psychology Examination

- Sit in the 6th year
- 3-hour multiple choice
- 4 domains - ethics, assessment, intervention, communication
- Examinations are run in confidential, secure test centres across Australia
- 2015 scheduled exam dates is now available
- Cost: \$450.00
- Candidates can fail up to 3 times before needing to do further internship work

Only one part of a system for assuring competence

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

Exam dates 2015

Friday 6 FEBRUARY – Friday 27 FEBRUARY

Register: Mon 22 Dec – Fri 23 Jan

Friday 8 MAY – Friday 29 MAY

Register: Mon 9 Mar – Fri 24 Apr

Friday 7 AUGUST – Friday 28 AUGUST

Register: Mon 8 Jun – Fri 24 Jul

Friday 6 NOVEMBER – Friday 27 NOVEMBER

Register: Mon 7 Sep – Fri 23 Oct

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 two paragraphs: the first states that the exam ensures a consistent professional standard and that passing is required for general registration; the second states that sections below provide information for candidates and that guidelines are available on a separate page. A section heading "Overview and background of examination" is followed by a paragraph about the exam's purpose. On the right, a box titled "NEED TO SIT THE NATIONAL PSYCHOLOGY EXAM?" contains a "1 EXAMINATION PORTAL" button and a section for "IMPORTANT DATES:" listing the next scheduled examination (Friday 21 February 2014), registration open dates (Fri 17 Jan - Fri 14 Feb 2014), and upcoming examination dates.



4+2 Guidelines - What we want to achieve

- Enhance the role of the supervisor and clarify the respective roles of supervisors and the Board
- Consistent standard for entry to general registration - alignment with APAC standards and 5+1 internship program requirements
- Two stage internship: 5th year focus on skills acquisition, 6th year alignment with 5+1 internship
- More user friendly - clearer definitions, program hours, requirements
- Fairer policy for recency of qualifications (10 year rule), content of refresher training
- More flexibility in attainment and assessment of core competencies
- Reduced red tape and paperwork

4+2 internship guidelines - key changes

- Increased focus on the key role of supervisors in training and assessment of the core competencies:
- Increased flexibility in supervision delivery
- Increased flexibility in how the core competencies can be achieved and assessed -
- Psychological assessment and measurement aligned to exam curriculum
- Case reports - Assessment focus/Intervention focus, Removal of mandatory lifespan and cross cultural foci, Submission timeframes, Preparation for the national psychology examination
- Public consultation will commence shortly.

5+1

- Continues to grow as a viable program of training leading to general registration
- 2011 – 4 providers
- 2014 - 9 current providers + more coming on line

WA – Curtin

VIC - ACU, Cairnmillar, Monash

NSW – ACAP, Macquarie, UoW

QLD -ACU, USQ

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 to 30 June 2014
- February 2013 - submission from APS for revised constitution of APAC
- November 2013 - In principle agreement reached – Future of accreditation
- May 2014 - Members nominate APAC Board Directors (N=12)
- June 2014 - APAC re-assignment extended by PsyBA to mid 2018
- July 2014 - First meeting of new look APAC Board

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.

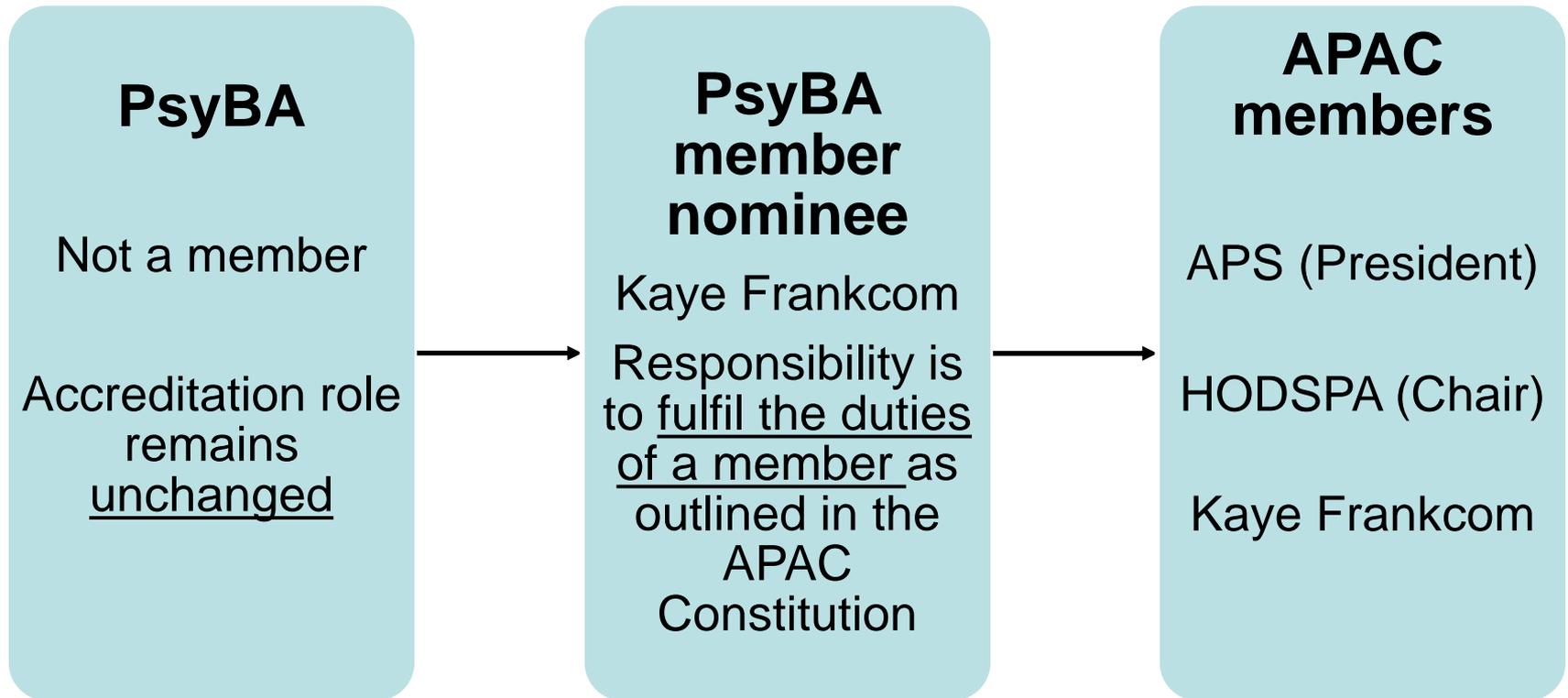
The Board of APAC will now comprise the following 12 persons as Directors.

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.

PsyBA member nominee - statement of difference



APAC assignment extended

2014-2015 priorities

- Complete the review of accreditation standards
- Relocate from the APS offices to own independent premises,
- Resume work on the database project, and
- Ensure effective transition to the new APAC Board

Routine reporting arrangements have now commenced.

- This includes submission to the PsyBA each year of:
 - An annual report
 - A detailed financial report
 - A report against the domains in the quality framework
 - A half yearly update on activity against the work program

Review of APAC standards

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

Current Board priorities

- Prepare for transition to the Board's assessment of overseas qualified health practitioners
 - Including a review of the overseas policy
- Complete the review of the 4+2 internship program
 - Public consultation will commence shortly
- Undertake a review of the Area of practice endorsements registration standard and guideline
 - The consultation phase will commence next year - preliminary consultation with key internal stakeholders and then public consultation inviting comment from the profession in particular.

Communication

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 (May to July 2014)
- 23. Upcoming – Review of the provisional registration standard and guidelines for the 4+2 internship program**

Communiqué and newsletter



Contents

From the Chair - professional self-care	1
Assignment of accreditation functions for the psychology profession	1
National Psychology Examination update	2
Reminder for provisional psychologists	2
National and Regional Boards Retreat	3
Snapshot of the psychology workforce	3
Consultations	3
Have your say: National Boards consult on practitioners with blood-borne viruses	3
National Scheme news	3
Advertising guidelines: update	3
Three-year review of the National Scheme	4
Regulatory principles endorsed for National Scheme	5
Data Access and Research Committee (DARC)	5
Upcoming - expression of interest for the National Psychology Examination Committee	5
How to contact us	5

the majority of psychologists (these two alone account for 43 per cent of work per week).

This work of engaging with others to help them change thoughts, feelings and behaviours, brings with it a number of hazards for the practising professional. These effects, when they become severe, have variously been referred to by terms such as 'vicarious traumatisation', 'carer burden', 'negative counter transference' or 'professional burnout'. In short, such psychological work causes emotional strain. The consequences for psychologists can manifest in problems such as sleep difficulties, cynicism or a lack of sensitivity to others, drug or alcohol misuse, exhaustion, social withdrawal, or other difficulties with relationships. There are few other professions that require, as an essential skill, the capacity to fully concentrate on another person for sustained periods of time - usually in one-hour blocks - over the course of a day. Indeed, the effectiveness of the work depends to a degree on developing a good therapeutic alliance and maintaining empathy and compassion.

To sustain a career in psychology requires us as practitioners to ensure we have regular opportunities to engage in professional self-care. Good examples include talking regularly to others about our work, taking breaks, refreshing enthusiasm through training and reading, and attending to personal issues. These help to calibrate our emotional and intellectual equipment. More generally we need to appreciate the inherent rewards of such work, to maintain our sense of humour and balance in life, to recognise that such work has an inevitable impact, and so develop personal strategies for keeping our colleagues and ourselves safe.

Prof. Brin Grenyer

Chair, Psychology Board of Australia

Assignment of accreditation functions for the psychology profession

In recent months, the Psychology Board of Australia (the National Board) has been establishing new arrangements for the Australian Psychology Accreditation Council (APAC), based on the 'in-principle' agreement [Future of Accreditation](#), reached late last year.

- Monthly Communiqué - After each meeting the Board issues 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; Issue 11, August 2014, **Issue 12 November 2014.**

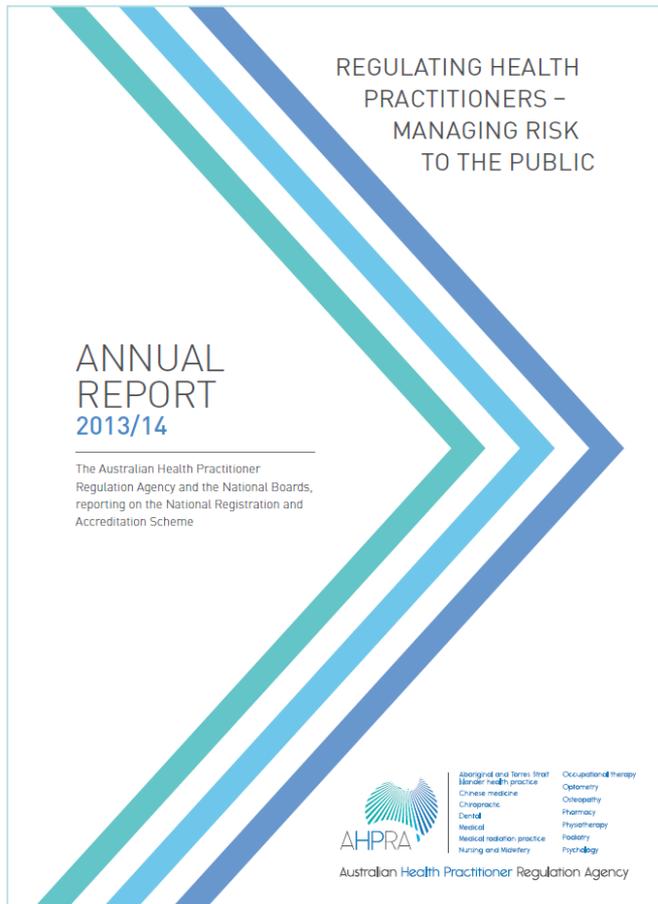
From the Chair

Professional self-care

Psychologists across Australia as a group report spending about 51 per cent of their time on counselling, mental health interventions, coaching, addiction treatment or on rehabilitation work. The rest of the time includes activities such as assessment, training, and consulting (see Mathews et al, *Australian Psychologist* Vol 45, 2010, Figure 3 p.160). Although the circumstances for each individual psychologist will be different, counselling and mental health interventions are prominent in the workload of



2014 annual report – out now



- Comprehensive record of the National Scheme for the 12 months ending 30 June 2014.
- AHPRA and the National Boards have published local summaries of our work regulating health practitioners.
- Psychology specific profiles have been released and published on the AHPRA website.
- Published on the AHPRA website under *Publications*.

Board's website: www.psychologyboard.gov.au

The screenshot shows the Psychology Board of Australia website. At the top, there is a navigation bar with 'AHPRA' and 'Psychology Board' dropdown menus, and links for 'Contact us', 'Office locations', and 'Login'. The main header features the Psychology Board of Australia logo and a search bar. Below the header is a secondary navigation bar with links: 'Home', 'About psychology', 'Registration', 'Endorsement', 'Standards and Guidelines', 'Accreditation', and 'News'. The main content area is divided into several sections:

- Psychology Board of Australia**: Regulating Australia's psychologists. Supported by AHPRA.
- Check your health practitioner is registered**: Includes a search form for 'Practitioner's family name or registration number' and a dropdown for 'Psychologist'. A 'Check the register' button is present.
- What's happening**: 'Keep up to date on Board activities.' Includes buttons for 'Read our communiqués' and 'View our consultation'.
- Report concerns about a health practitioner**: Includes a 'Make a complaint' button and links to 'Find out more about the notification process' and 'Make a mandatory notification'.
- Latest news**: Includes an article titled 'Online renewal of registration is now open' dated 23/09/2014, and another about 'Board and AHPRA publish health profession agreement'.
- Practitioner/Employer Services**: A sidebar with tabs for 'Practitioner' and 'Employer'. It contains buttons for 'Become a registered Australian health practitioner', 'Access online services', 'Renew your registration online', and 'Audit requirements'. It also lists links for 'Check your renewal progress online', 'Download your registration certificate', and 'Update your contact details'. A 'Forgot your password?' link and a 'Login' button are also present.
- Approved programs of study**: A section for finding education and training programs which lead to registration.
- Time to renew your registration**: A prominent banner with a 'renew online' button.

More information...

- Website – www.psychologyboard.gov.au
- Questions and correspondence
 - **Chair, Professor Brin Grenyer**
 - psychologychair@ahpra.gov.au
- General enquiries: use email enquiry form on website