



# Darwin Forum

Psychology Board of Australia

Thursday 30 July 2015  
DRAFT PRESENTATION

# Professor Brin Grenyer

## Chair, Psychology Board of Australia

# Presentation outline

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

# Overview of the National Scheme

# About the Board

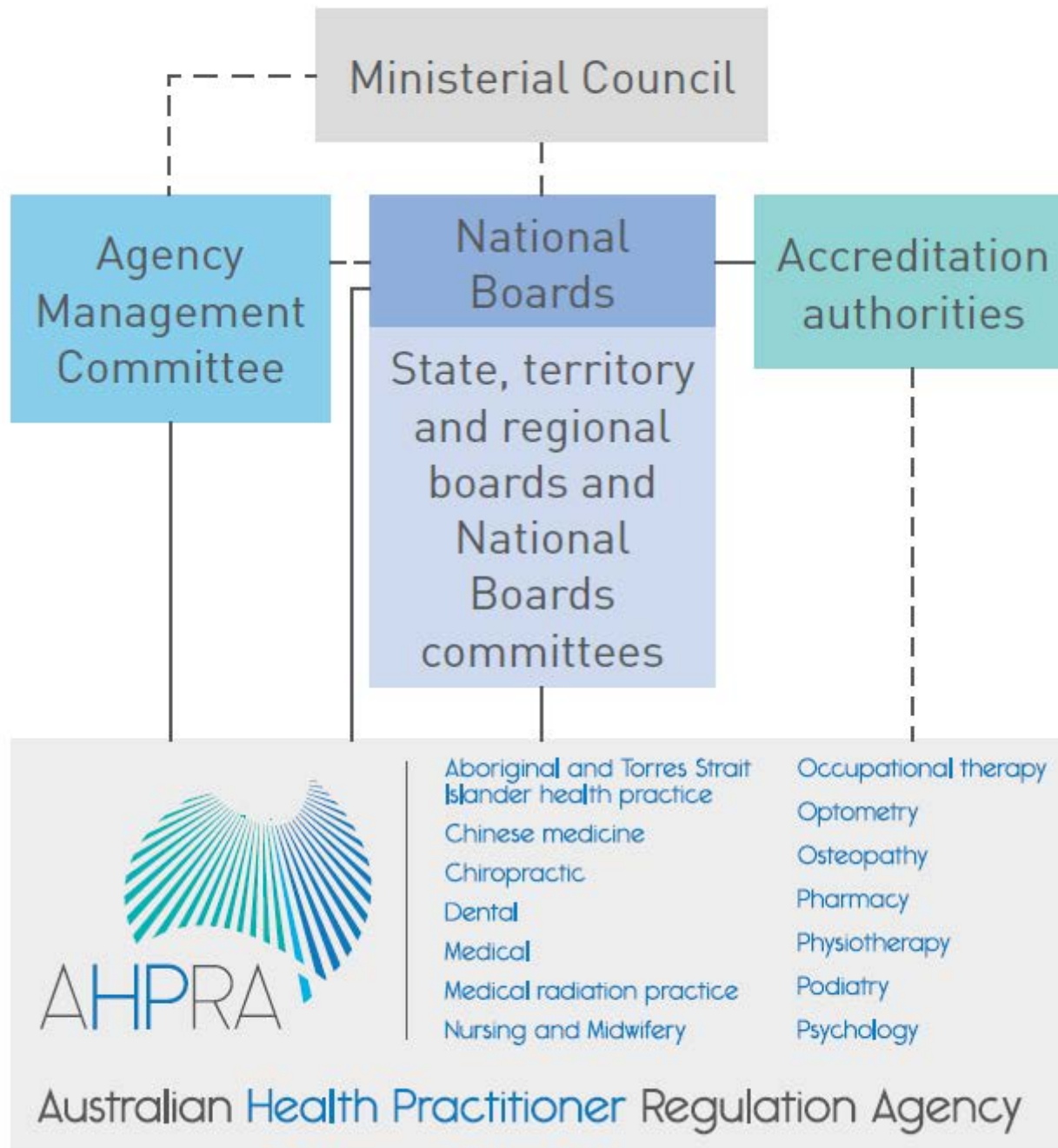
## **Vision**

- 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 was conducted by Mr Kim Snowball, (WA)



# 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

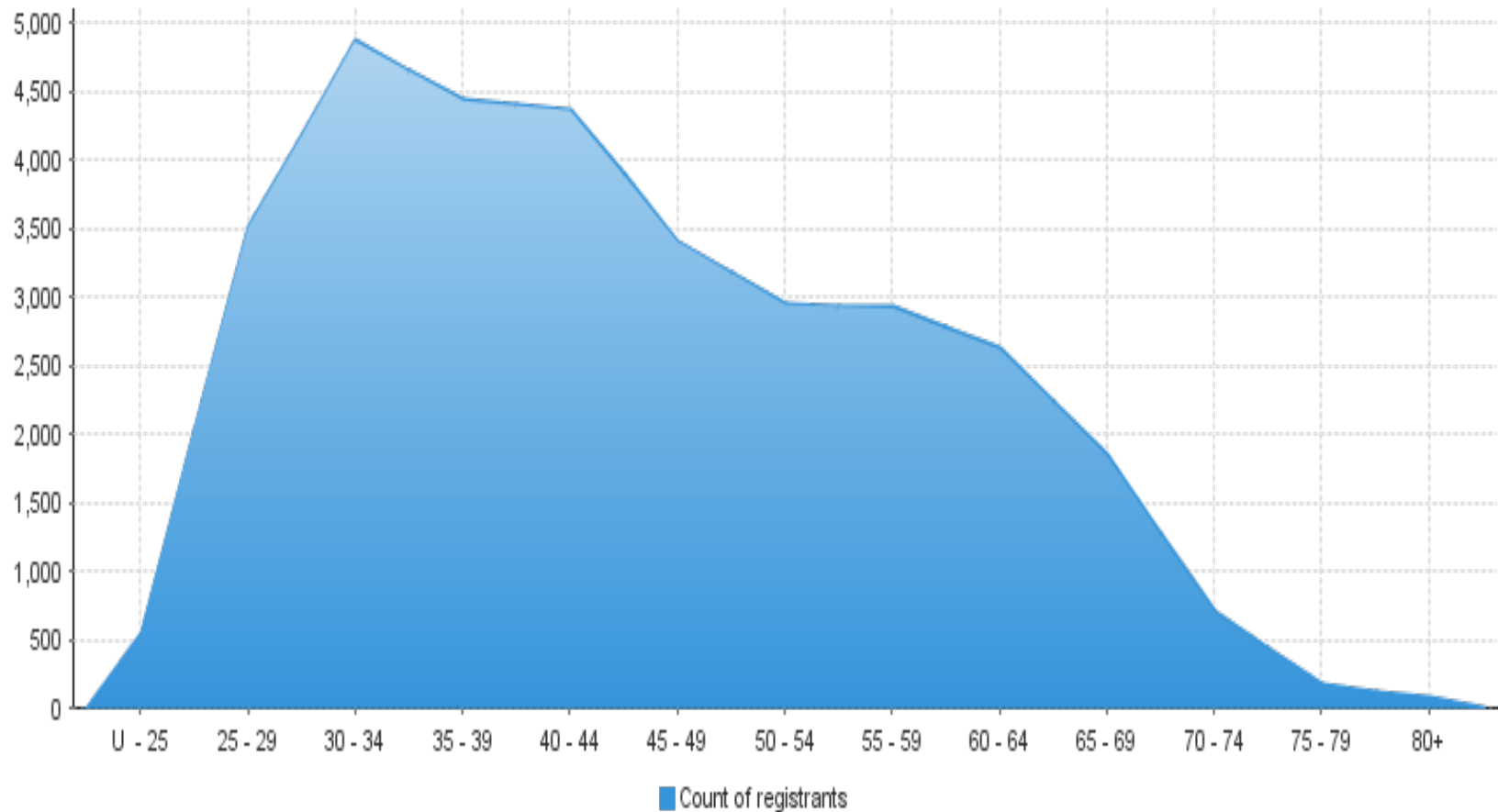
# Registered psychologists in Australia (as at 31 March 2015)

Psychology practitioners	Principal place of practice <sup>1</sup>									Total
	Registration type	ACT	NSW	NT	QLD	SA	TAS	VIC	WA	
General	718	8,956	197	4,597	1,340	467	7,195	2,748	310	26,528
Provisional	103	1,202	29	886	192	57	1,288	562	3	4,322
Non-practising	42	542	2	262	80	20	327	161	140	1,576
<b>Total</b>	863	10,700	228	5,745	1,612	544	8,810	3,471	453	32,426



<sup>1</sup> 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.

# Psychologists by age group (as at 31 March 2015)



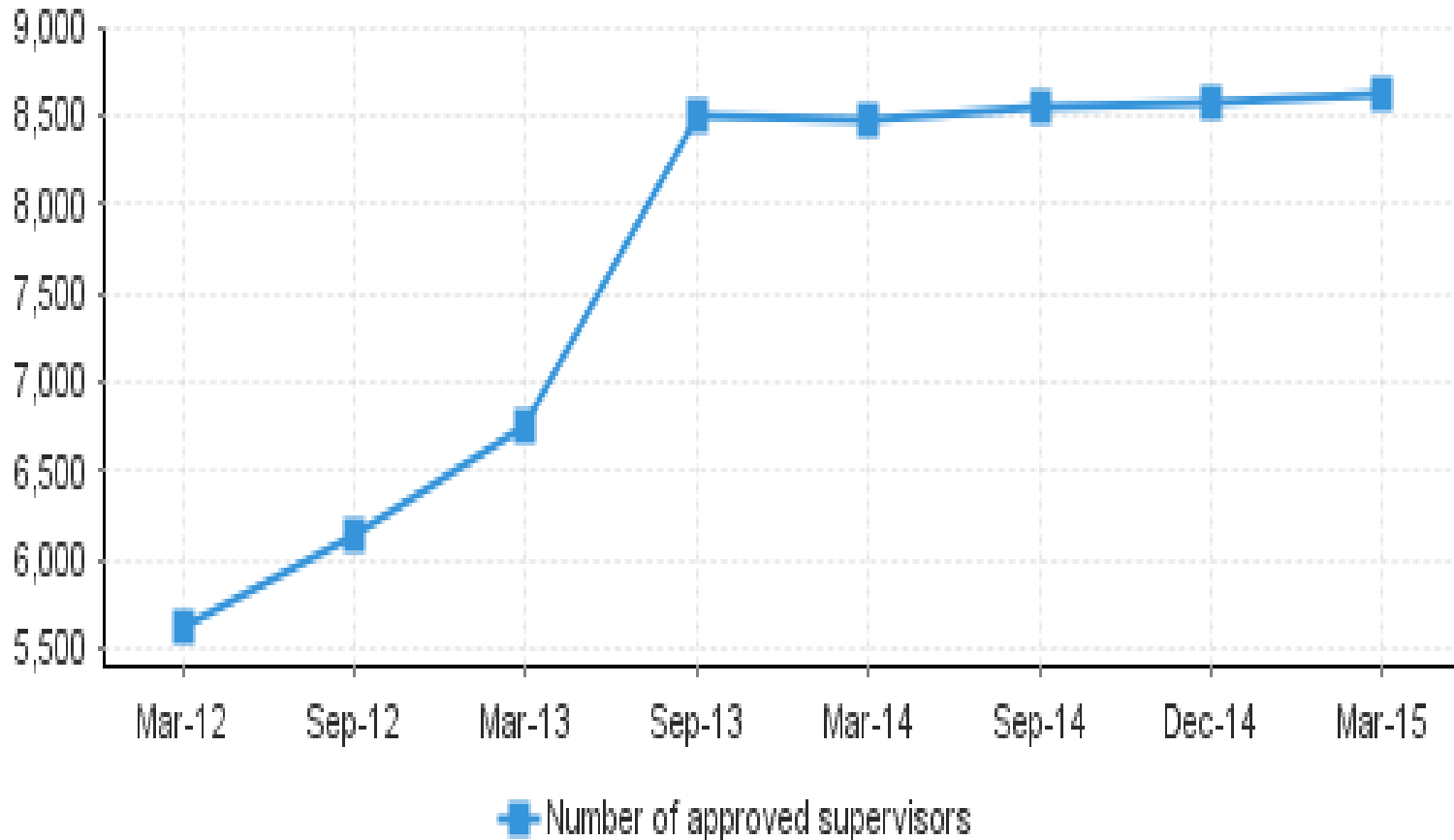
# Area of practice endorsements (as at 31 March 2015)

- There are 10,475 psychology area of practice endorsements held on the register
- In November 2010 there were only 5,844 endorsements
- 9,450 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 NT, the endorsement count is.....

Endorsement type	NT	Total
Clinical neuropsychology	1	585
Clinical psychology	28	6,886
Community psychology		56
Counselling psychology	1	934
Educational and developmental psychology	1	608
Forensic psychology	7	535
Health psychology	1	314
Organisational psychology	2	465
Sport and exercise psychology	1	92
<b>Total</b>	<b>42</b>	<b>10,475</b>

# 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 approved supervisors	% of general registrants*
ACT	209	29.11%
NSW	3,062	34.19%
NT	61	30.97%
QLD	1,498	32.59%
SA	452	33.74%
TAS	166	35.55%
VIC	2,030	28.22%
WA	1,097	39.92%
No PPP	35	11.30%
<b>Total</b>	<b>8,610</b>	<b>32.46%</b>

# Notifications against psychologists in 2013-14

By jurisdiction	No.
ACT	21
<b>NT</b>	<b>5</b>
QLD	112
SA	29
TAS	11
VIC	114
WA	27
2014 Sub Total	319
NSW	168
2014 Total	<b>487</b>
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	
<b>Total 2013/14</b>	<b>319</b>	<b>168</b>

# Current Board priorities

- Prepare for transition to the Board's assessment of overseas qualified health practitioners
  - Including a review of the overseas policy
- Undertake a review of the Area of practice endorsements registration standard and guideline
  - The public consultation phase will commence early next year - inviting comment from the profession in particular.
- Workforce, education and training reform
  - Focusing on the big picture around psychologist competence and training reform

# 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

# 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 (Separate review)
- As part of this review the Board has also reviewed the
  - General registration standard

# Revised standards from 1 July 2015

## Revised Criminal history registration standard

- minor amendments to the old standard
- -- no changes to factors taken into account

## Revised English language skills registration standard

- additional pathways to demonstrate English language skills  
*(diagrams of how these pathways work are available on the website)*

Changes to other standards await Ministerial Council



# Professor Emerita Gina Geffen Queensland practitioner member

# Supervisors and supervisor training

The Board's approach:

- ensure adequate opportunities for competency-based best practice training for supervisors
- ensure adequate supervisors for all four training pathways (4+2, 5+1, professional degree, registrars)
- ensure training available in all states & regions

# Supervisors and supervisor training

The Board's approach:

- ensure training of supervisors is competency-based best practice
- ensure adequate supervisor numbers for all four training pathways

(4+2, 5+1, professional degree, registrars)

- ensure training available in all states & regions

*(Peer supervisors / line managers need not be BAS)*

# Who needs a Board Approved Supervisor (BAS) ?

- All provisionally registered psychologists undertaking:
  - 4+2 pathway
  - 5+1 pathway
  - professional degree placements
  - work in addition to placement
  - overseas trained psychologists
- Registrars in area of practice endorsement program
- Board specified - performance, conduct or health issues

# What qualifications do BAS need?

- general registration for 3 years; without conditions
- demonstrated supervisory competencies
- Board-approved training:
  - Full training (knowledge, skills and competency)
  - Master class once every 5 years (1 day)

# Supervisor training providers

12 approved training providers

- selected through a competitive EOI process
- meet Board criteria for curriculum, supervisor competencies, trainer qualifications
- provide both city & regional workshops
- approved for 5 years subject to annual reports

Board will appoint more providers if necessary (currently under-subscribed)

# Components of Supervisor Training

## Full training (3 components)

1. knowledge/preparatory reading;
2. skills training;
3. competency-based assessment and evaluation

## Master classes

- One day workshops on specific topics



# Current 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

# Supervisor training program: progress from 1/2014 to 6/2015

- total 72 workshops delivered (41 full training, and 31 master)
- 66 were metropolitan & 6 regional or overseas workshops
- thus far at least 1 workshop held in each capital city
- master class training participants:
  - 376 passed
- full training participants:
  - 587 passed component 1
  - 594 passed 2
  - 193 completed component 3

# Mr Radek Stratil SA practitioner member

# 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 ensure they meet standards and know about the Australian ethical and professional context of work
- Test applied knowledge where questions of performance have been notified

# 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 consult on this exemption shortly.

# Exemption from the exam

- New Zealand trained psychologists under the Trans-Tasman Mutual Recognition Act
- Higher degree students of APAC-accredited Masters/Dpsych/combined degree courses
- Note: higher degree exemption ends in June 2016 and the Board will consult shortly on whether to extend the exemption or not.

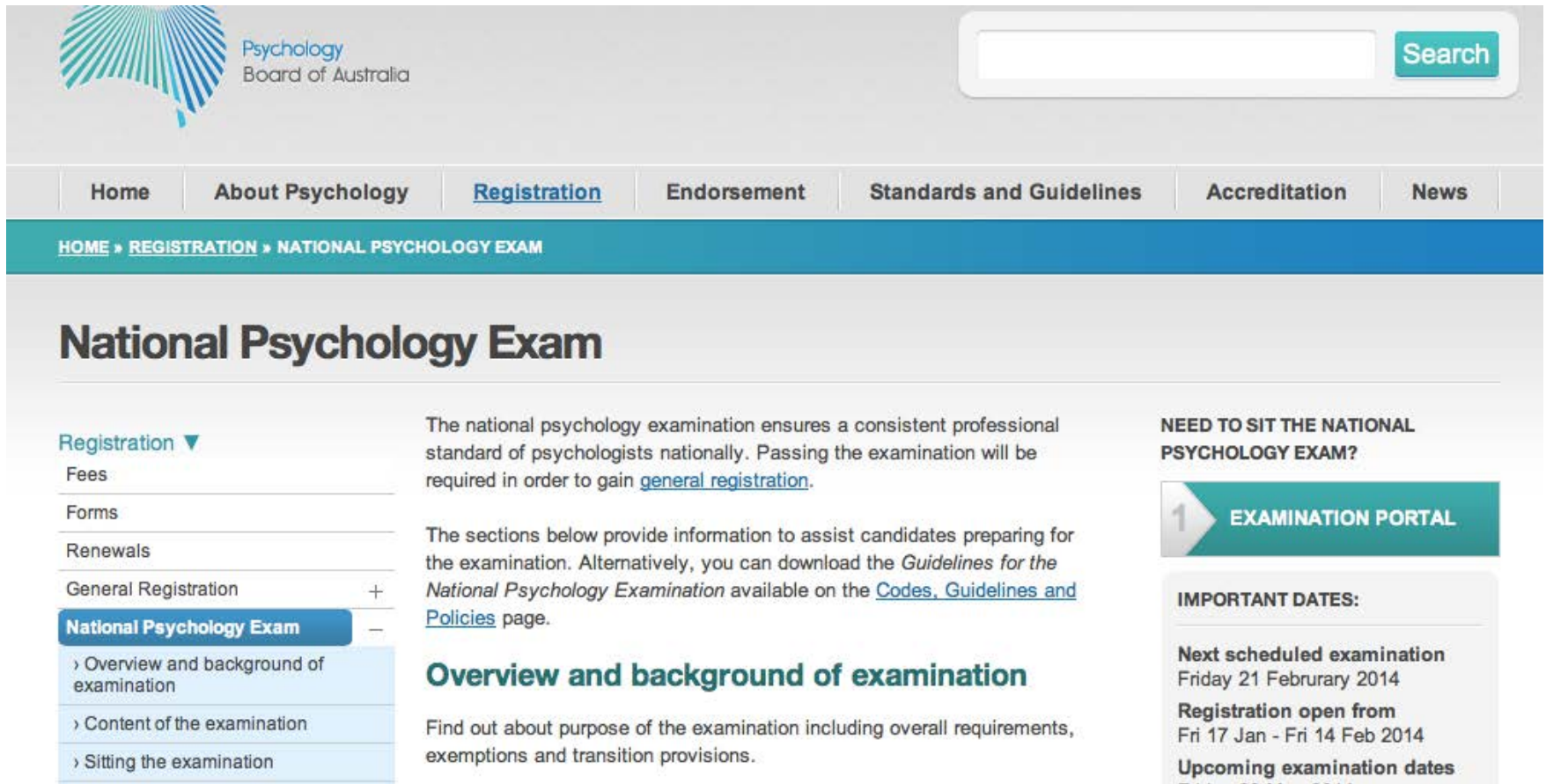
# Only one part of a system for assuring competence

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



# 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, Endorsement, Standards and Guidelines, Accreditation, and News. The "Registration" link is highlighted. Below the navigation is a breadcrumb trail: 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 "National Psychology Exam" option is selected. The main content area has two paragraphs: "The national psychology examination ensures a consistent professional standard of psychologists nationally. Passing the examination will be required in order to gain [general registration](#)." and "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." Below this is a section titled "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 is a box titled "NEED TO SIT THE NATIONAL PSYCHOLOGY EXAM?" with a "1 EXAMINATION PORTAL" button. Below that is a box titled "IMPORTANT DATES:" with the following information: "Next scheduled examination Friday 21 February 2014", "Registration open from 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: 5<sup>th</sup> year focus on skills acquisition, 6<sup>th</sup> 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
- Clear assessment and feedback criteria

# Update on progress

- The Board has published submissions on its website that were received in response to the recent public consultation
- Overall, feedback from the profession and the public has been positive. However, further work is being done to resolve some of the outstanding concerns from government.
- This further work has the potential to delay the publication of any new guidelines. Thus individuals should not delay the commencement of a 4+2 internship program waiting for the new guidelines.
- The Board will implement arrangements to support transition to the new guidelines.

# The 5+1 is growing...

- The Board approved the new *Guidelines for the 5+1 internship program* over 12 months ago.
- Approximately 400 provisional psychologists are currently completing the 5+1 internship program.
- Board strongly supports more universities offering 5+1 programs.

Ms Joanne Muller  
NSW community member

Panels under the National Law

# What are Panels?

- Panels form part of the regulatory framework provided by the National Law (see Part 8 – Division 11)
- Regulatory outcomes open to the Board include an immediate action, ‘no further action’, consideration by the Board as to appropriate conditions, referral to a panel for a hearing or referral to a tribunal (NTCAT).
- Matters need to be sufficiently serious to be referred to a tribunal

# Types of panels - Health

- s181 – Health panels
- These are established if there is concern that a practitioner or student may have an impairment
- Impairment may be physical, mental and include drug and alcohol issues
- A health panel consists of at least three members selected from a list of people approved by the National Board, including one psychologist



# Type of Panels – Performance & Professional Standards

- s182 – Performance and Professional Standards Panels
- These are established if there is a decision that:
  - the way a registered practitioner practises is, or may be, unsatisfactory, or
  - the registered practitioner's professional conduct is, or may be, unsatisfactory
- Two members of the panel must be registered psychologists from the approved list



# Appointment of psychologist members to panels

- Psychologists are appointed to panels from an approved list
- Currently there is only one psychologist in the NT that have completed the required training
- Senior members of the profession may consider submitting expressions of interest in becoming panel members.
- If appointed to the approved list then training is provided

# Type of Orders Panels can make

- There are a range of orders open to a panel including
  - No further action
  - Drug and alcohol screening
  - Further education
  - Conditions on registration
  - Regular reporting from treating practitioners
  - Supervision
- As mentioned by Emeritus Professor Geffen a Supervisor may be an integral part of the implementation of the decisions made by panels regarding performance, conduct or health issues

# Link to legislation etc

National Law:

- <https://www.legislation.qld.gov.au/LEGISLTN/CURRENT/H/HealthPracRNA09.pdf>

Fact Sheet re Panel Hearings:

- <http://www.ahpra.gov.au/Notifications/Fact-sheets/Panel-hearings.aspx>

Summary of Panel Decisions:

- <http://www.ahpra.gov.au/Publications/Panel-Decisions.aspx>

Fact Sheets for Notifiers and Practitioners:

- <http://www.ahpra.gov.au/Notifications/Fact-sheets.aspx>

# Brin Grenyer

# 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. Guidelines for the management of HPs infected with blood-borne viruses
24. Review of the provisional registration standard and guidelines for the 4+2 internship program
- 25. Upcoming – Review of the higher degree exemption for the NPE**



# Communiqué and newsletter



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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. **Issue 13, April 15**

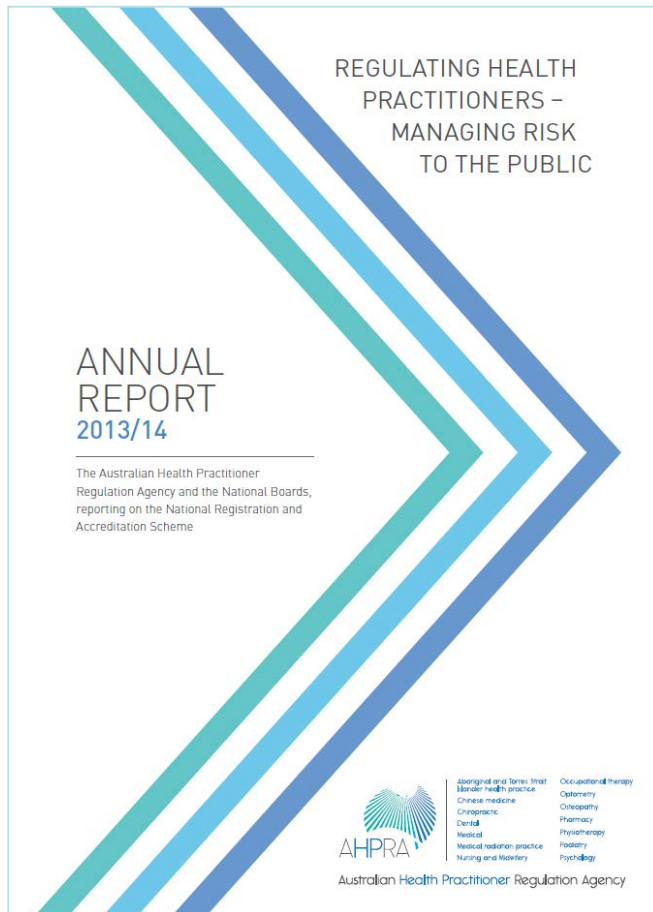
## From the Chair

### 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 Matthews 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



- 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 will be released and published on the AHPRA website shortly.
- Published on the AHPRA website under *Publications*.



# Board's website: [www.psychologyboard.gov.au](http://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'. Below this is the Psychology Board of Australia logo and a search bar. A secondary navigation bar contains links for 'Home', 'About psychology', 'Registration', 'Endorsement', 'Standards and Guidelines', 'Accreditation', and 'News'. The main content area is divided into several sections: 'Psychology Board of Australia' with the tagline 'Regulating Australia's psychologists' and 'Supported by AHPRA'; a 'Check your health practitioner is registered' section with a search form; a 'What's happening' section with links to 'Read our communiqués' and 'View our consultation'; a 'Report concerns about a health practitioner' section with a 'Make a complaint' button and links to 'Find out more about the notification process' and 'Make a mandatory notification'; a 'Latest news' section with two articles; a 'Time to renew your registration' banner with a 'renew online' button; and a right-hand sidebar with tabs for 'Practitioner' and 'Employer', containing links for 'Become a registered Australian health practitioner', 'Access online services', 'Renew your registration online', 'Practitioner services', and 'Audit requirements'. At the bottom of the sidebar, there is a section for 'Approved programs of study'.

**Psychology Board of Australia**  
Regulating Australia's psychologists  
Supported by **AHPRA**

**Check your health practitioner is registered**

Practitioner's family name or registration number:

Psychologist

Advanced search

**What's happening**  
Keep up to date on Board activities.

**Report concerns about a health practitioner**

- > [Find out more about the notification process](#)
- > [Make a mandatory notification](#)

**Latest news**

Online renewal of registration is now open  
Online renewal of registration to practise in Australia is now open for psychologists.  
23/09/2014 | [Read full article](#)

Board and AHPRA publish health profession agreement  
The Psychology Board of Australia (the Board) and AHPRA today published the

**Time to renew your registration**

**Practitioner** / **Employer**

**Access online services**

- > [Check your renewal progress online](#)
- > [Download your registration certificate](#)
- > [Update your contact details](#)

Forgot your password?

**Practitioner services**

- > [Renewal information](#)
- > [Audit requirements](#)
- > [Continuing professional development \(CPD\) information](#)
- > [Search for a supervisor](#)
- > [Information about the National Psychology Exam](#)

**Approved programs of study**  
Find education and training programs which lead to registration.

# 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