



Update from the PsyBA:

Proposal to retire the 4+2 internship pathway to general registration

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Presenters



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Important take aways from today's webinar

- Psychologists who gained their general registration via a 4+2 will not be affected by the retirement of the pathway
- 4+2 interns will still be given the maximum allowable time to complete the internship and gain registration

Reduced popularity of the 4+2

- The 4+2 internship is not as popular as it was 20 years ago
 - Pre-2010
 - around 70% of general psychologists were trained via the 4+2
 - The Masters program was the only alternative training route
 - Now
 - Less than 30% of trainees are choosing the 4+2 pathway
 - The most popular pathway is Masters degree (over 50%)
 - There are several other training pathways (5+1, Master's degree, professional doctorate)

Registrant statistics (December 2017)

Table 1 Registration type by principal place of practice

Registration Type	ACT	NSW	NT	Qld	SA	TAS	VIC	WA	No PPP	Total
General	793	9,579	196	5,116	1,456	507	7,978	2,987	361	28,973
Provisional	108	1,470	25	886	185	69	1,266	545	10	4,564
Non-practising	43	626	2	297	102	31	363	163	205	1,832
Total	944	11,675	223	6,299	1,743	607	9,607	3,695	576	35,369

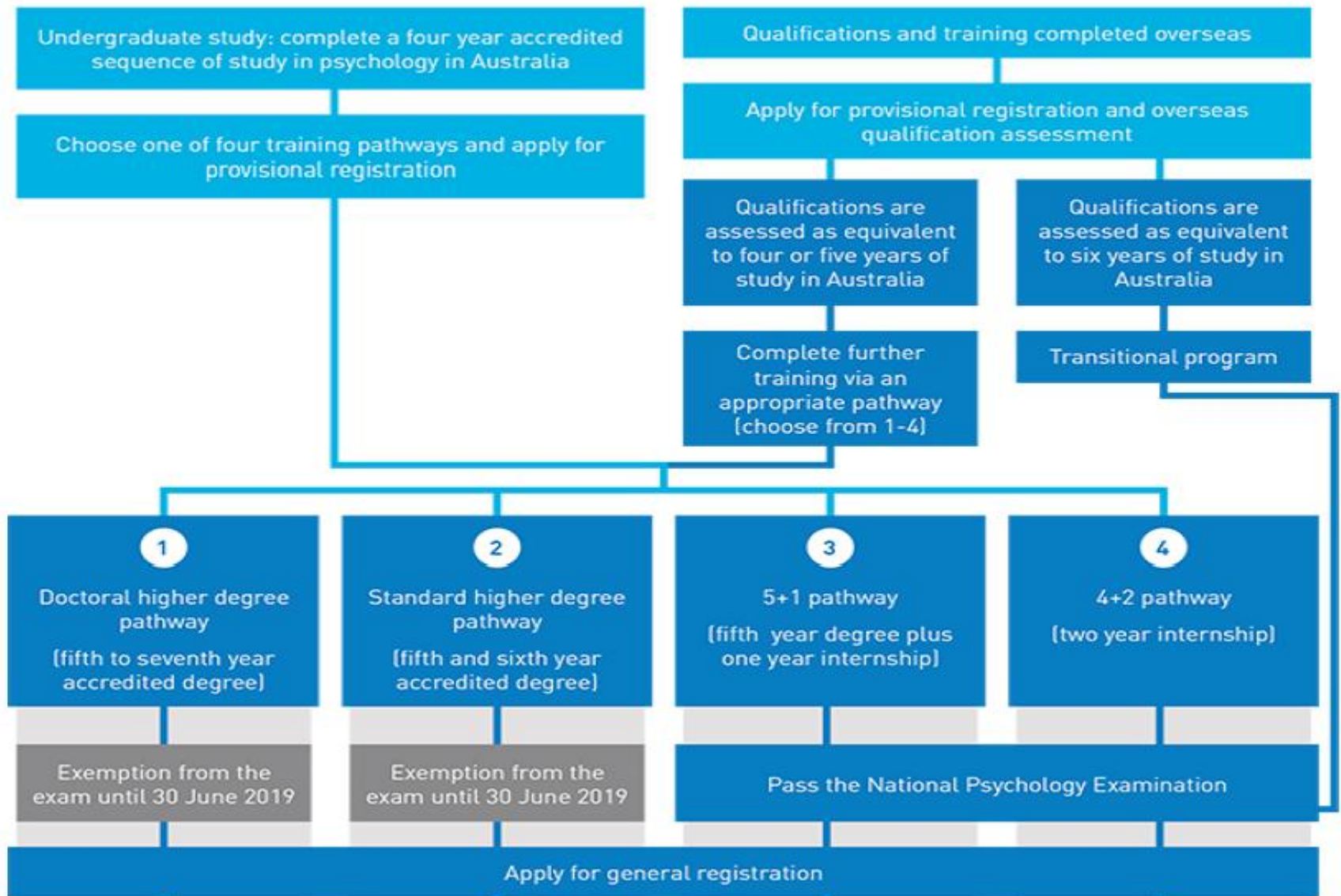
* PPP is principal place of practice (registrants with no PPP are either: taking a short break such as parental leave or an extended overseas holiday; moving house; or have their application pending)

Number of provisional psychologists by pathway

February 2018

Pathway	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	No PPP*	Total
4+2	34	662	17	290	40	21	121	203	2	1390
5+1	6	220	4	137	6	13	273	114	2	775
Higher degree	73	547	5	531	137	38	896	273	7	2507
Overseas	0	12	2	7	6	0	18	3	3	51
Total	113	1441	28	966	189	72	1308	593	14	4723

Training pathways to general registration



History and current context

- Psychology training is different from all of the other regulated health professions in Australia
- Psychology training has changed since the first program in psychology in 1925 (USyD)
- A need for balance between – scientist and practitioner and theory and ‘on the job’ training

Why retire the 4+2 internship pathway?

- A lot has changed:
 - post-graduate training
 - psychological knowledge
 - accreditation and regulation, and
 - move from public to private practice.
- regulatory and administrative burden
- risks:
 - unaccredited
 - inconsistent experience
- not comparable to international benchmarks

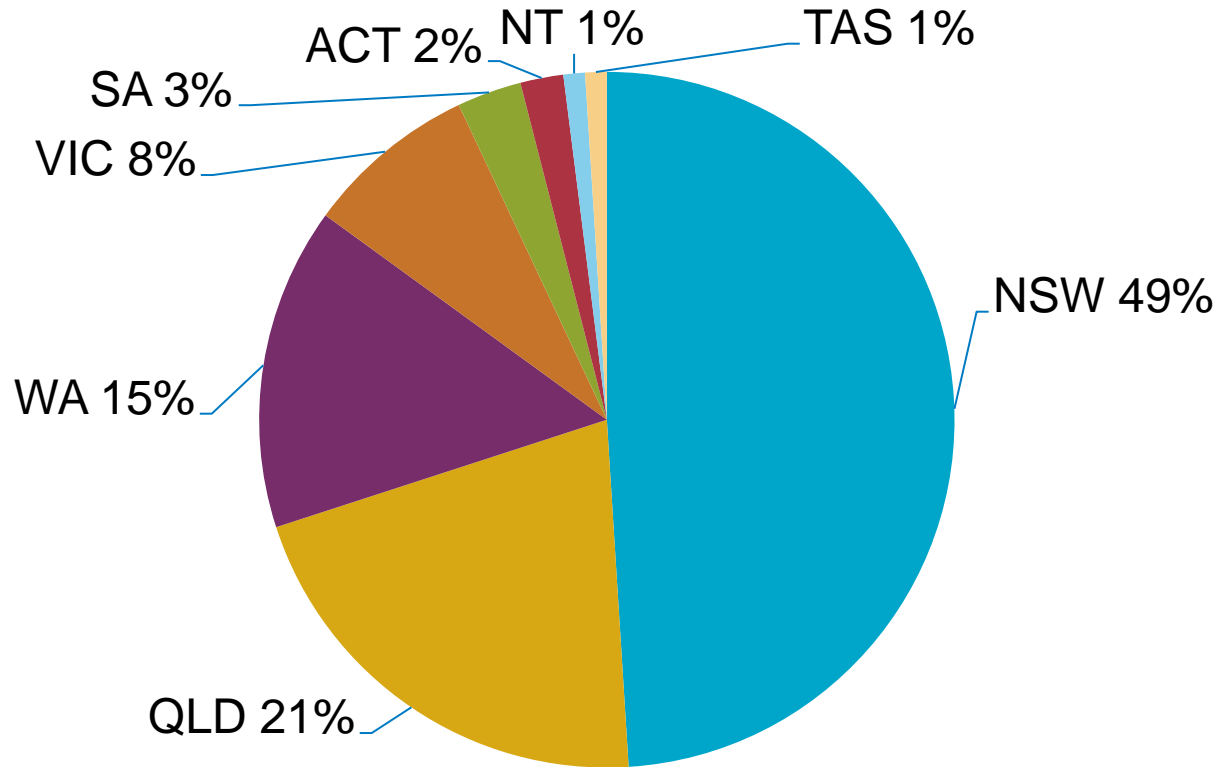
Workforce supply

- There is no current workforce shortage for psychology
- The number of people entering psychology (3-6%; or 700-1000 per year) is higher than the growth of the Australian population (1.5%)
- Most psychologists are no longer trained via the 4+2 (29%) but the higher degree pathway (53%) and 5+1 (16%)

Where are 4+2 interns employed?

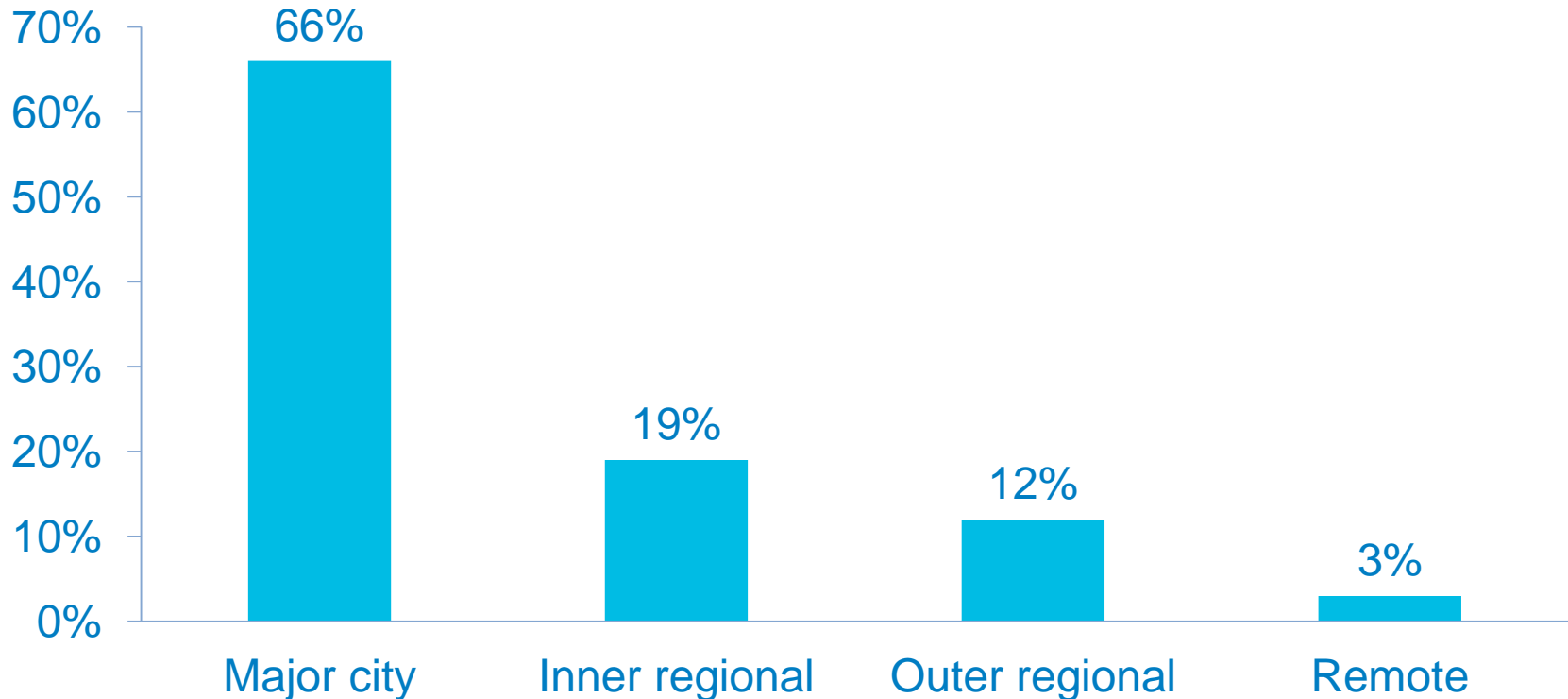
- Over 500 individual employers
- 90% only employ 1-3 interns
- Employers are:
 - Government (35%)
 - Private NFP (23%)
 - Community NFP (20%)
 - Private practice (14%)
 - Education (5%)

Where do 4+2 interns work?



Most 4+2's work in metro and regional cities

Geographic location



Based on Australian Bureau of Statistics postcode remoteness classification system

The time is favourable for retirement

	2009	2018
Number of regulators	Eight	One
Number of 4+2 internship pathways	Eight	One
Number of provisional psychologists	Unclear	Clear - Board publishes quarterly data
Workforce	Shortage	No shortage
5+1 internship	Programs not available yet	17 programs available
Preferred training pathway	4+2 internship	Higher degree
Transition to retirement	Would occur at same time as transition to the National Scheme	Retire one 4+2 program independent of start of the National Scheme

Advantages of the 5+1

- Additional year of accreditation (interns remain in higher education for an additional year)
- That year provides interns with a structured and accredited practical:
 - training and learning
 - competency development
- Administrative and regulatory advantage (through reduced regulatory costs and costs to employers)

Number of Board-approved fifth year programs

(May 2018)

Year	Number of Programs	Number of students per year
2009/10	0 programs	0
2011	3 programs	75-150
2012/13	5 programs	125-250
2015	10 programs	250-500
2016	12 programs	300-600
2017	16 programs	400-800
2018+	24 programs+	600-1200

Where are the programs?

Location	Educational Provider
ACT	Nil
NSW	Six: Australian College of Applied Psychology; Charles Sturt University; Macquarie University; University of New England; University of Wollongong; Western Sydney University
NT	Nil
QLD	Three: Australian Catholic University; University of Southern Queensland; University of Sunshine Coast
SA	Nil
Tas	University of Tasmania
Vic	Five: Australian Catholic University; Cairnmillar Institute; Deakin University; Monash University; Victoria University
WA	Two: Curtin University; Murdoch University

Who is impacted if the 4+2 is retired?

Who	Impact	Impact rating
Current interns and 4 th year students	Future effective date; transition allows for max. time to complete internship (5 years)	Minimal/no impact
Supervisors/employers	Reduced burden, admin and cost	Positive impact
Education providers	Development of programs Transition of Intern registration programs	Positive impact - opportunities
Future students	Completion of fifth year; cost (less CPD & supervision costs)	Positive to minimal impact
Registered psychologists who trained via the 4+2	Can continue to be registered (National Law s53d)	No regulatory impact
Overseas applicants	Closure of pathway; training requirements aligned with home country	Minimal impact
Consumers/clients	No change in availability or fees; Interns more work ready at beginning of internship	Positive impact
The regulator	More confidence in consistency of training	Positive impact

Transition options for retirement of the 4+2

1. Last enrollment in the 4+2 internship pathway is 30 June 2019
 - Graduate fourth year by 2018 (six months to find placement, complete paperwork)
 - Gain general registration by 2024 (Guidelines state a five year limit)
 - ***Not recommended: too soon***
2. Last enrollment in the 4+2 internship pathway is 30 June 2020
 - Graduate fourth year by 2019
 - Gain general registration by 2025
 - ***Recommended: two more intakes of fourth year***
3. Last enrollment in the 4+2 internship pathway is 30 June 2021
 - Graduate fourth year by 2020
 - Gain general registration by 2026
 - ***Not recommended: too slow; 4+2 continues for another eight years***

Carefully managed transition

- If the proposal is supported there would be a carefully managed transition period
- Based on the Board's preferred option:
 - Last enrollment in the 4+2 internship pathway is 30 June 2020 (future date)
 - Max five years to complete the two-year pathway to gain general registration (by 2025)
 - This option allows: two more intakes of fourth year; additional time for 5+1 development, and reduces risk and burden by retiring 4+2 in a timely fashion.

Important information for supervisors

- 4+2 Board-approved supervisors (BAS) can automatically supervise 5+1 interns
- There is no additional training required
- Supervisors should be familiar with the *Guidelines for the 5+1 internship program* before supervising
- If the proposal to retire is supported, 4+2 supervisors will be encouraged to support their supervisees to finish their requirements in a timely manner

What next?

- Preliminary consultation has been completed

The proposal was well supported by Governments and major stakeholders

- Public consultation 29 March – 1 June (9 weeks)

The Board will also host a public forum (24 May, Sydney) during the consultation period to allow the profession to understand more about the Board's proposal

Important take aways from today's webinar

- Psychologists who gained their general registration via a 4+2 **will not be affected** by the retirement of the pathway
- 4+2 interns will still be given the **maximum allowable time** to complete the internship and gain registration

What you can do...

	Action
Now..	
Everyone	Review the public consultation paper, discuss with your colleagues, and provide feedback
If the Board's proposal is supported..	
Interns	Continue with and complete your internship
Fourth year students	Ensure you begin and finish your internship by the deadlines
Employers, supervisors	Encourage your 4+2 interns to finish requirements in a timely manner Prepare to transition to supervise or employ 5+1 interns
Education providers	Develop additional fifth year program offerings

Questions