



NOTICE: The Board's revised provisional registration standard and new 4+2 guidelines are effective 1 June 2017. This fact sheet is only relevant to provisional psychologists who are at the end of their 4+2 internship and wish to submit their application for general registration between 1 June 2017 and 1 September 2017. As per the Board's transitional arrangements, this cohort of provisional psychologists can still apply for registration in accordance with the requirements set out in the old 4+2 guideline. This fact sheet will be removed from the Board's website on 1 September 2017.

Fact sheet for the 4+2 internship program

March 2016

Implementing the general registration standard: transition arrangements for 4+2 internship programs

Summary

This fact sheet is for registered provisional psychologists who are completing a 4+2 internship program that they will complete on 2 May 2016 or later; and their supervisors and employers.

The revised general registration standard comes into effect on 2 May 2016. It introduces some small changes to the core requirements for the 4+2 internship program, including adjusted hours for the internship. The changes may affect some 4+2 internship pathway provisional psychologists when they apply for general registration from 2 May 2016.

The Psychology Board of Australia (the Board) is also proposing to implement a revised provisional registration standard and revised guideline for the 4+2 internship program in the future, which would include the same changes made to the general registration standard. The Board is seeking approval by the Australian Health Workforce Ministerial Council of a revised provisional standard and if approval is granted, plans to implement the revised provisional standard together with a revised guideline for the 4+2 internship program. In the meantime the current provisional standard and 4+2 guideline remain in place.

This means that when the revised general standard commences on 2 May 2016 there will be a period where some of the requirements in the revised general standard will be different to the requirements in the current provisional registration standard and guidelines for the 4+2 internship program. This fact sheet summarises the differences and how they will be managed to ensure the transition to the new registration standard is smooth and fair.

In general, if you apply for general registration and there is a difference between the requirements in the revised general standard and the provisional registration standard or a guideline or policy, the requirement of the revised general standard will be applied, unless explicitly stated otherwise.

The main changes relevant to 4+2 interns are:

- core competency #7 has been renamed 'working with people from diverse groups'
- small reductions in minimum internship hours, and
- case studies have been renamed case reports.

Core competency #7 – working with people from diverse groups

Current requirement in the 4+2 guideline (6.3.7) and provisional standard (1. g)):

Demonstrate competence working within a cross-cultural context.

New requirement from 2 May 2016 in the revised general standard:

Demonstrate competence working with people from diverse groups.

Psychology Board of Australia

Competence working with people from diverse groups means:

The ability to apply knowledge and understanding of how the practice of psychology is influenced by social, historical, professional and cultural contexts. This includes demonstrating the ability to competently and ethically practice with people who differ from the provisional psychologist in ways including, but not limited to: age, race, colour, culture, gender, geography, language, sexual orientation, educational attainment, physical attributes, cognitive capacity and socio-economic status and religious-spiritual orientation. This includes sensitivity and knowledge of working with Aboriginal and Torres Strait Islander people.

Why is this changing?

The change of name better reflects the content of the competency and will address issues with inconsistent interpretation of 'cross-cultural' – that is; sometimes it is taken to mean only differences such as race, language and country of origin, and sometimes it is interpreted more broadly including different social and demographic groups.

The main objective of this competency remains the same; that is, development of a skill set that can be applied when working with a diverse range of clients. These skills and knowledge allow provisional psychologists to adapt their practice to best suit individual clients and practise competently, sensitively and ethically with diverse groups of people.

What does this mean for me?

Where the broader interpretation of cross-cultural has already been used there will be no change to the content of the competency – it is just a change of name with no significant impact. However, some interns may find there is increased flexibility in how they may demonstrate achievement of the competency.

If you have already demonstrated competence working in a cross-cultural context to your supervisor and had the competency signed off, you are considered to have demonstrated competence working with people from diverse groups.

You should continue to refer to the information on working within a cross-cultural context in section 6.3.7 of the 4+2 guideline for guidance on the objectives of this competency, together with the new definition above.

The cross-cultural case study is still required, however the new definition of working with people from diverse groups (above) should be considered when selecting a case to meet this requirement. The main consideration should be that the case enabled you to demonstrate skills specific to working with people from diverse groups. If you have already completed the cross-cultural case study nothing further is required.

In consultation with your supervisor, you can make any minor adjustments to your internship plans arising from this change and you do not need to seek Board approval; any minor changes should be noted in the next progress report instead. Any major changes such as changes to the work role/s must be Board-approved as per the usual process (see section 7.4 of the 4+2 guideline).

Minimum internship hours

Current requirement in the 4+2 guideline and provisional registration standard:	New requirement from 2 May 2016 in the general registration standard:
Minimum 3080 hours of internship.	Minimum of 3000 hours of internship
Minimum 2784 hours of psychological practice including a minimum of 1114 hours of direct client contact.	Minimum of 2720 hours of psychological practice including at least 1000 hours of direct client contact.
Minimum 176 hours of supervision	Minimum of 160 hours of supervision
One hour of supervision for every 17.5 hours of internship	One hour of supervision for every 17 hours of internship

Why is this changing?

Rounding down the total internship hours from 3080 to 3000 aligns the internship hours with international standards, and using round numbers where possible will make them easier to work with.

In deciding how to achieve an even 3000 hours, the Board considered feedback from the profession and employers that small reductions in supervision and client contact hours could be accommodated without impacting client safety. Rounding down the supervision and client contact hours to 160 and 1000 hours respectively also provides a small increase in the allowance for client related activities (1720 instead of 1670 hours). This takes into account feedback from the profession that provisional psychologists sometimes need to spend more time on client-related activities than allowed for in the guideline, to provide a good standard of service to their clients.

What does this mean for me?

After the revised general registration standard commences on 2 May 2016, you will be able to apply for general registration once you have completed the lesser amount of hours, provided all other requirements are met. Therefore you may be able to become generally registered slightly earlier than expected.

Your existing internship plan remains in place. You and your supervisor can make minor adjustments to accommodate the adjusted hours and you do not need to seek Board approval; any minor changes should be noted in the next progress report instead. However, any major changes such as changes to the work role/s must be Board-approved as per the usual process (see section 7.4 of the 4+2 guideline).

Where there is more detailed information and breakdowns of internship hours in the guideline or a policy that are not mentioned in the standard, the information in the guideline or policy continues to apply. For example:

- the limited work role policy still requires a minimum of 770 hours of client contact and client related activities with adult and older adult clients and a minimum of 770 hours of client contact and client related activities with child and adolescent clients.

Where the guideline includes a breakdown of hours that states both a percentage and the number of hours (usually in brackets) the number of hours in the guideline can be disregarded and the percentage applied to the hours in the revised standard. For example:

- on page 1 of the guideline it states that at least 75% of supervision must be principal supervision; under the new standard the requirement is at least 120 hours (75% of 160) instead of at least 132 hours as state in the guideline.

Other percentage breakdowns for supervision are as follows:

Supervision requirements for the 4+2 internship from 2 May 2016: At least 160 hours of professional supervision at an average ratio of 1 hour supervision for every 17 hours of psychological practice, including:				
At least 120 hours supervision with the principal supervisor (75%)	Up to 40 hours supervision with the secondary supervisor/s (25%)	At least 106 hours of individual supervision (~ 66%)	Up to 54 hours of group supervision (~ 33%)	Up to 88 hours of non-face-to-face supervision if approved by the Board (55%)

The ratio of psychological practice to supervision is now 17:1 (instead of 17.5:1) due to changes in the total internship hours and total supervision hours. If you complete the minimum psychological practice hours (2720) and minimum supervision hours (160) then you will meet this ratio – you don't need to spend time working out whether you have met the ratio each week, but you do need to continue to receive supervision frequently in accordance with the requirements in section 5.4 of the guideline.

Regional boards have discretion to vary supervision arrangements if appropriate in the circumstances.

Case studies

Current requirement in the 4+2 guideline:

Complete and submit three case studies to the Board (from a pool of six).

Requirement for current interns from 2 May 2016

No change - complete and submit three case studies to the Board (from a pool of six).

This is an explicit exemption from the requirement of the new standard that has been approved by the Board.

What is the change in the standard?

The revised general registration standard specifies that 4+2 interns must complete and submit to the Board four case reports that the Board assesses as meeting the requirements of case reports set out in its guideline. This change in the standard reflects the Board's intention to implement a new 4+2 guideline in the future which would:

- change the name of case studies to case reports
- include a new format for writing up case reports
- require four case reports assessed as satisfactory by the principal supervisor to be submitted to the Board for review.

The proposed changes cannot be implemented until a revised provisional registration is approved by Ministers. Therefore the requirement to submit four case reports will not be applied, and instead the requirements for case studies in the guideline, including the requirements and the number to be completed and submitted, continue to apply.

When will case report requirements come into effect?

The Board will not apply the requirement for four case studies to be submitted until a new 4+2 guideline, including the new format for writing up case reports is able to be implemented. This includes new applications to commence the internship that are made before a new guideline is implemented.

The requirement for four case studies to be submitted will apply to new applications to commence the internship after a new provisional registration standard and 4+2 guidelines are implemented.

What does this mean for me?

There are no changes to your case study requirements so you don't need to do anything.

When a new 4+2 guideline is implemented in the future there will be transitional arrangements to ensure that there is no disadvantage for current interns. This will include continuing to recognise case studies and other assessment tasks completed under the current guidelines as meeting the requirements under a new 4+2 guideline.