



## Fact sheet for the 5+1 internship program

**March 2016**

### Implementing the revised general registration standard: transition arrangements for 5+1 internship programs

#### Summary

This fact sheet is for registered provisional psychologists who are completing a 5+1 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 internship year of the 5+1 program, including adjusted hours for the internship. The changes may affect some 5+1 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 in the future, which would include the same changes made to the revised general standard and is seeking approval for this change by the Australian Health Workforce Ministerial Council. In the meantime the current provisional standard remains 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. This fact sheet summarises the differences and how they will be managed to ensure 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 5+1 pathway provisional psychologists 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 5+1 guideline (table 1) 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.

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 addresses 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?**

There is no change to the skills and knowledge required for this competency. It is only a change of name and provision of a more detailed definition to give you better guidance on the expectations for this competency. Most 5+1 provisional psychologists will find no significant impact from this change.

If you have not yet commenced the internship year of the program, you should refer to the new definition above, together with the information in the *Guidelines for the 5+1 internship program* (5+1 guideline) when developing your internship plan. An updated version of the internship plan form (INPP-76) will be available on the website from 2 May 2016.

If you have already commenced the internship year, your current internship plan remains in place. You should continue to refer to the information on working within a cross-cultural context in table 1 of the 5+1 guideline, together with the new definition above for guidance on this competency. In consultation with your supervisor, you can make any minor adjustments to your internship plan arising from this change. You do not need to seek Board approval.

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

The Board plans to commence review of the 5+1 guideline after a revised provisional registration standard is implemented. The review would be expected to include updating competency #7 and other refinements and the Board will undertake public consultation to allow the profession, students, employers and other stakeholders to have input at that time.

### **Minimum internship hours**

<b>Current requirement in the 5+1 guideline and provisional registration standard:</b>	<b>New requirement from 2 May 2016 in the general registration standard:</b>
Minimum 1540 hours of internship.	Minimum of 1500 hours of internship
Minimum 1400 hours of psychological practice including a minimum of 560 hours of direct client contact.	Minimum of 1360 hours of psychological practice including at least 500 hours of direct client contact.
One hour of supervision for every 17.5 hours of internship.	One hour of supervision for every 17 hours of internship.

There are no changes to the hours of supervision (80) or professional development (60) for the internship.

## Why is this changing?

Rounding down the total internship hours from 1540 to 1500 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 1500 hours, the Board considered feedback from the profession and employers that small reductions in client contact hours could be accommodated without impacting client safety. Rounding the current client contact hours of 560 down to 500 also provides a small increase in the allowance for client related activities (860 instead of 840 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 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 can make minor adjustments to accommodate the adjusted hours, in consultation with your supervisor/s, and you do not need to seek Board approval; any minor changes should be noted in the next progress report. However, any major changes such as changes to the work role/s must be Board-approved as per the usual process (see section 7.3 of the 5+1 guideline).

Where there is more detailed information in the guideline that is not mentioned in the standard, the information in the guideline continues to apply, for example there are no changes to:

- the 60 hours allowance for skills acquisition activities including simulated learning activities
- the recommendation that one case study be submitted to the Board in the first half of the internship and one in the second half
- the minimum timeframe for completing the internship year (44 weeks), and
- the minimum internship hours that must be logged per week (17.5).

The ratio of psychological practice to supervision is now 17:1 (instead of 17.5:1) as the psychological practice hours are decreased and the supervision hours remain the same. If you complete the minimum psychological practice hours (1360) and minimum supervision hours (80) 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 section 4.1 of the 5+1 guideline.

## Case studies

The Board has decided to rename case studies, 'case reports' and this change has been made in the revised general standard. However the corresponding change will not be made in the 5+1 guideline until its next review (scheduled to commence in December 2016). The Board will also review the case study requirements and format in the next review and will seek input from the profession via public consultation.

Until the 5+1 guideline is reviewed, interns should continue to refer to the case study information in the current guideline. This applies to provisional psychologists already undertaking the internship year of the program as well as provisional psychologists applying to commence the internship year.

## What does this mean for me?

There are no changes to your case study requirements – you are still required to complete and submit two case studies to the Board (from a pool of four) and these will be recognised as meeting the case report requirement in the general registration standard, when you apply for general registration.

If there are any further changes made to case reports/case studies when the 5+1 guideline is reviewed there will be transitional arrangements to ensure that there is no disadvantage for provisional psychologist who have already completed case studies in accordance with the current version of the guideline.