



Public Forum

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Thursday 28 November 2013, Adelaide

Presentation outline

1. Overview of the National Scheme
2. Psychology Board of Australia
 - About registered psychologist
 - Notifications about registered psychologists
 - Practitioner audit
3. Board's work program
 - Outcomes from 2012-13
 - Priorities for 2013-14
4. Communications

Overview of the National Scheme

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

* National Registration and Accreditation Scheme

National Scheme includes 14 health professions

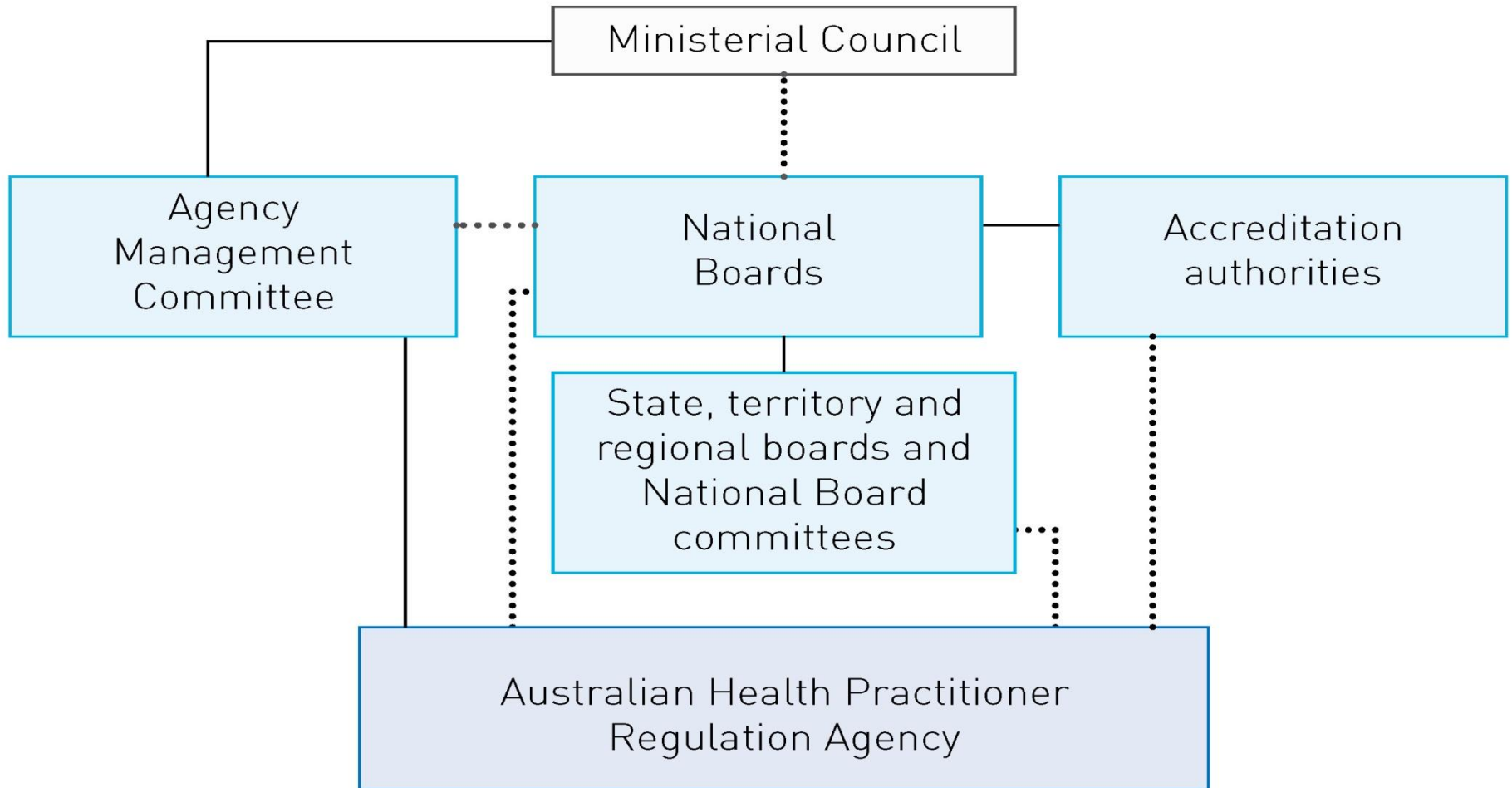
July 2010

- chiropractors
- dental care (including dentists, dental hygienists, dental prosthetists & dental therapists),
- medical practitioners
- nurses and midwives
- optometrists
- osteopaths
- pharmacists
- physiotherapists
- podiatrists
- psychologists

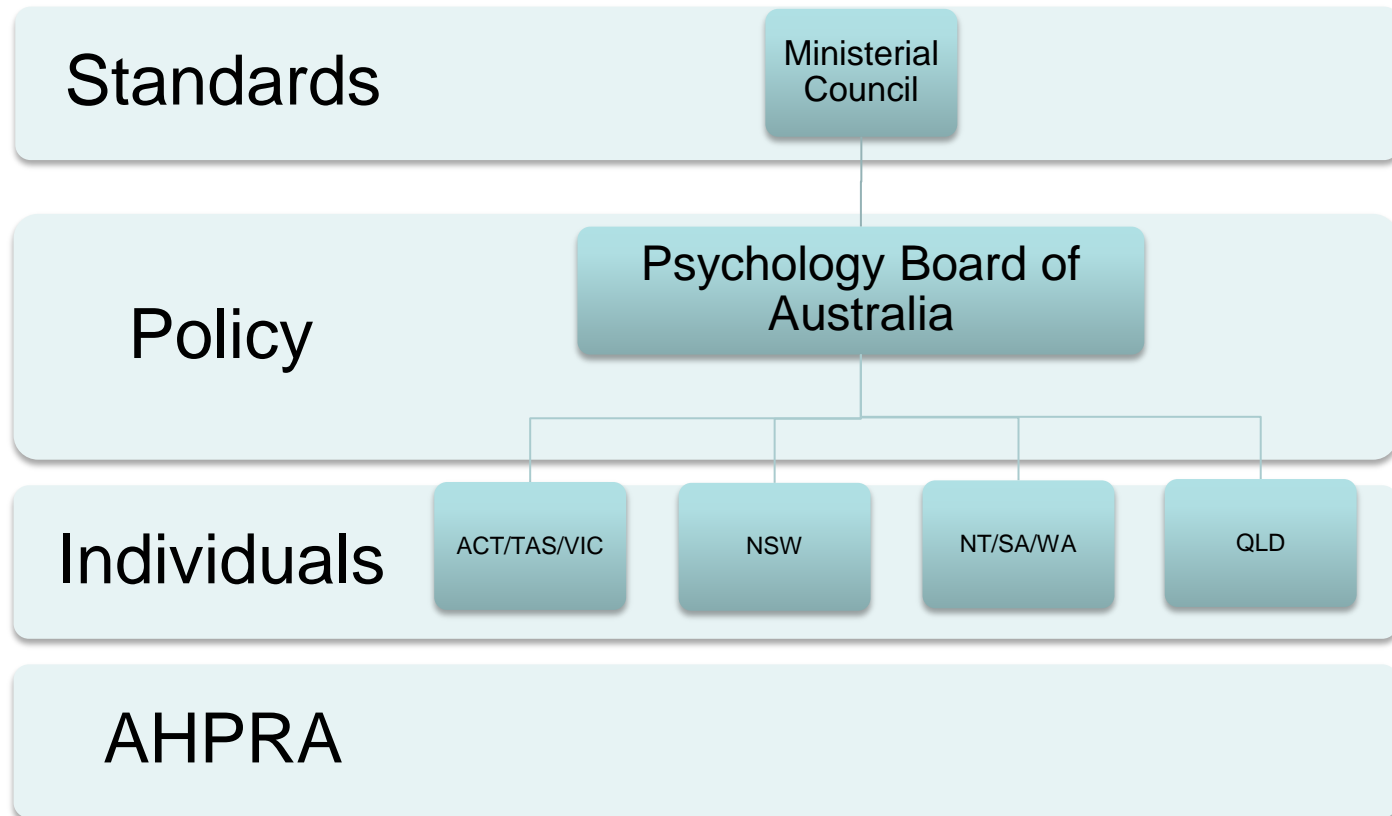
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- Aboriginal and Torres Strait Islander health practitioners
- Chinese medicine practitioners
- medical radiation practitioners
- occupational therapists

Structure of the National Scheme



Decision-making



Benefits of the National Scheme

Improvements to public safety:

- national registers of health practitioners and specialists
- mandatory identity checking
- mandatory criminal history checking
- mandatory reporting of 'notifiable conduct' by health practitioners
- mandatory professional indemnity insurance arrangements
- student registration
- national notifications (complaints) system for consumers

Improvements for practitioners (for the public benefit):

- ability to register once (annually) and practise anywhere in Australia
- consistent national registration standards, codes and guidelines in each profession
- greater collaboration and learning between professions that are part of a single National Scheme
- more flexible options for dealing with notifications, particularly managing impairment.

AHPRA in numbers

- 592,470 health practitioners in 14 professions registered to practise in Australia
- 551,802 health practitioner renewal of registration applications
- 63,113 applications for registration across all professions
- 60,053 criminal record checks
- 92% of renewal applications received online
- 33% increase in mandatory notifications, varied across professions and states and territories
- 8,648 notifications received (including NSW): 53% about conduct; 8% about health; 38% about performance
- 1.3% of the 592,470 practitioners notified about
- 14% increase in notifications lodged

Data partnerships

Employee details regularly checked by employers using the employer bulk service

90,000

Practitioner detail updates for Medicare PDS, Medicare HI, HPCA NSW, VPA

4,000 per day

Certificates of Good Standing sent direct to regulators around the world

8,326 per year

Education providers

140

Criminal history checks

200 per day

Checks that return criminal history

5%

Criminal history that affects registration

0.5%



Psychology Board of Australia

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.

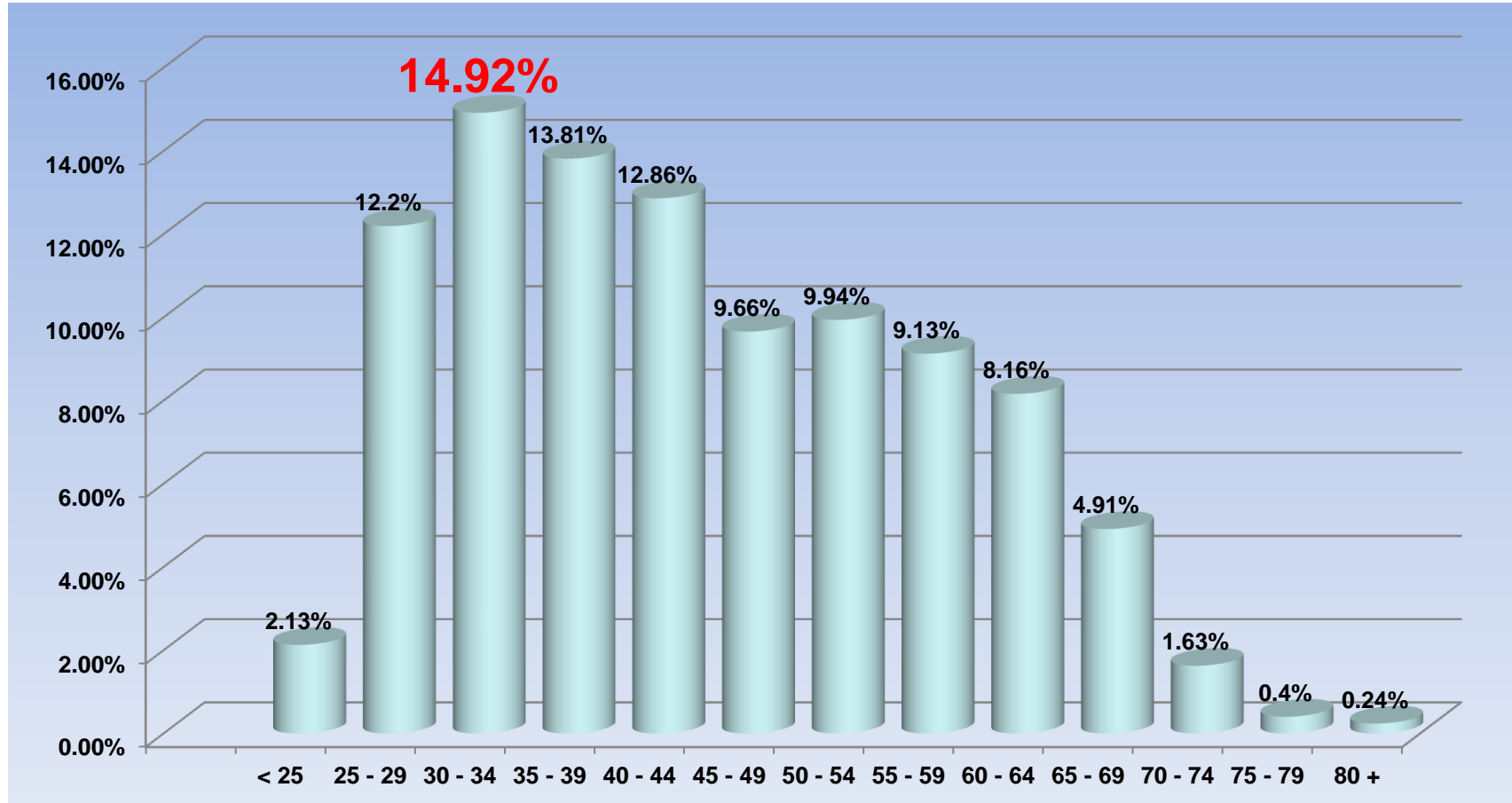
Psychologists: Registration Type by State

| State | General | Non-practising | Provisional | Total | % By State |
|--------------|---------------|----------------|--------------|---------------|------------|
| ACT | 660 | 29 | 104 | 793 | 2.59% |
| NSW | 8,705 | 476 | 1,108 | 10,289 | 33.67% |
| NT | 193 | 4 | 22 | 219 | 0.72% |
| QLD | 4,401 | 222 | 821 | 5,444 | 17.81% |
| SA | 1,279 | 71 | 175 | 1,525 | 4.99% |
| TAS | 432 | 23 | 64 | 519 | 1.7% |
| VIC | 6,668 | 265 | 1,287 | 8,220 | 26.9% |
| WA | 2,633 | 122 | 495 | 3,250 | 10.63% |
| No PPP State | 245 | 56 | 1 | 302 | 0.99% |
| Total | 25,216 | 1,268 | 4,077 | 30,561 | |

Psychology workforce

- With over 30,000 psychologists holding some form of registration, this makes ours the third largest health profession after nursing and midwifery, and medicine.
- Even allowing for retirements, the psychology workforce is growing. Growth is currently between 3 to 6 per cent a year, an increase of 700-1,000 psychologists entering the workforce each year.
- This is in contrast to the growth of the Australian population, which is 1.6 per cent.

Psychologists by age group



Pathway of provisional psychologists

- Most recently, the Board for the first time can understand the pathway provisional psychologist are undertaking.
- Overall, the figures show:

| | | |
|-----------------|-------|-------|
| • 4+2 | 1,100 | 27.1% |
| • 5+1 | 207 | 5.1% |
| • Higher Degree | 2,712 | 66.7% |
- These figures typically fluctuate within a calendar year.

Area of practice endorsement

- There are now 9151 psychology area of practice endorsements held on the register.
- There are 3037 psychology area of practice endorsements than in November 2010.
- This increase means that 33% of general psychologists now hold one or more endorsements.
- 20 endorsed psychologists working in very remote areas.

Psychologists with one or more endorsements

| | Number of endorsements | | | | | | Total |
|----------------------------------|------------------------|-------|-------|-------|-------|-------|---------|
| | 1 | 2 | 3 | 4 | 5 | 6 | |
| Number of endorsed psychologists | 7,390 | 770 | 61 | 8 | 0 | 1 | 8,230 |
| % of endorsed psychologists | 89.79% | 9.36% | 0.74% | 0.10% | 0.00% | 0.01% | 100.00% |

90% have one endorsed area of practice

Psychologists with one endorsement per registrant and total number of endorsements for each area of practice

| Endorsement Type | Psychologists with one endorsement | | Total endorsements | |
|--|------------------------------------|-------------|--------------------|-------------|
| | No. | (%) | No. | (%) |
| Clinical Neuropsychology | 395 | 5.35% | 519 | 5.67% |
| Clinical Psychology | 5258 | 71.35% | 5954 | 65.06% |
| Community Psychology | 24 | 0.32% | 53 | 0.58% |
| Counselling Psychology | 577 | 7.81% | 867 | 9.47% |
| Educational & Developmental Psychology | 353 | 4.78% | 522 | 5.70% |
| Forensic Psychology | 246 | 3.33% | 461 | 5.04% |
| Health Psychology | 130 | 1.76% | 276 | 3.02% |
| Organisational Psychology | 341 | 4.61% | 414 | 4.52% |
| Sport & Exercise Psychology | 66 | 0.89% | 85 | 0.93% |
| Total | 7390 | 100% | 9151 | 100% |

The figures on the left show the 7390 individual psychologists who hold one endorsement only.

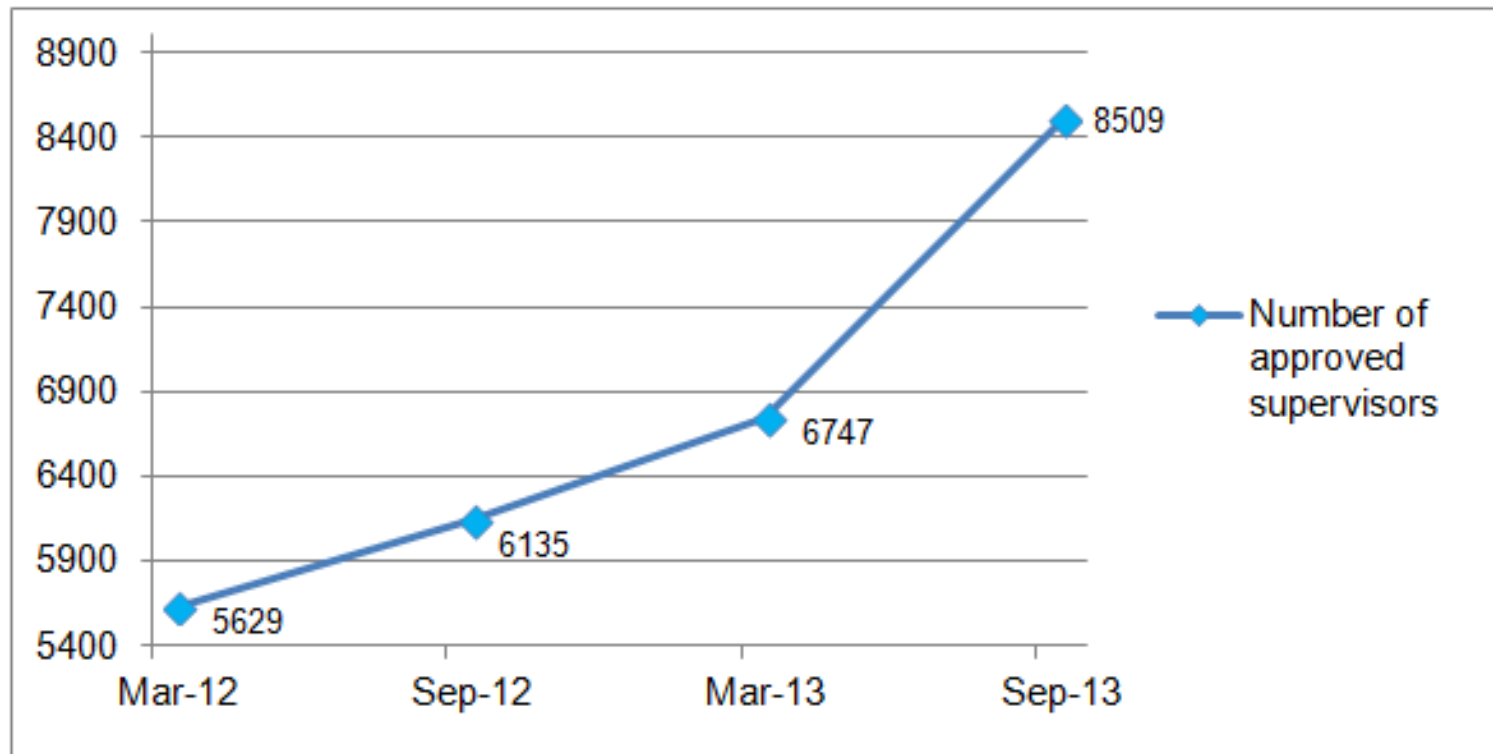
The figures on the right show the total number of each endorsement recorded on the National Register which includes the 7390 psychologists who hold one endorsement, plus the 840 psychologists with more than one endorsement who have 1760 endorsements between them.

71% with one endorsement have it in Clinical

Current trends...

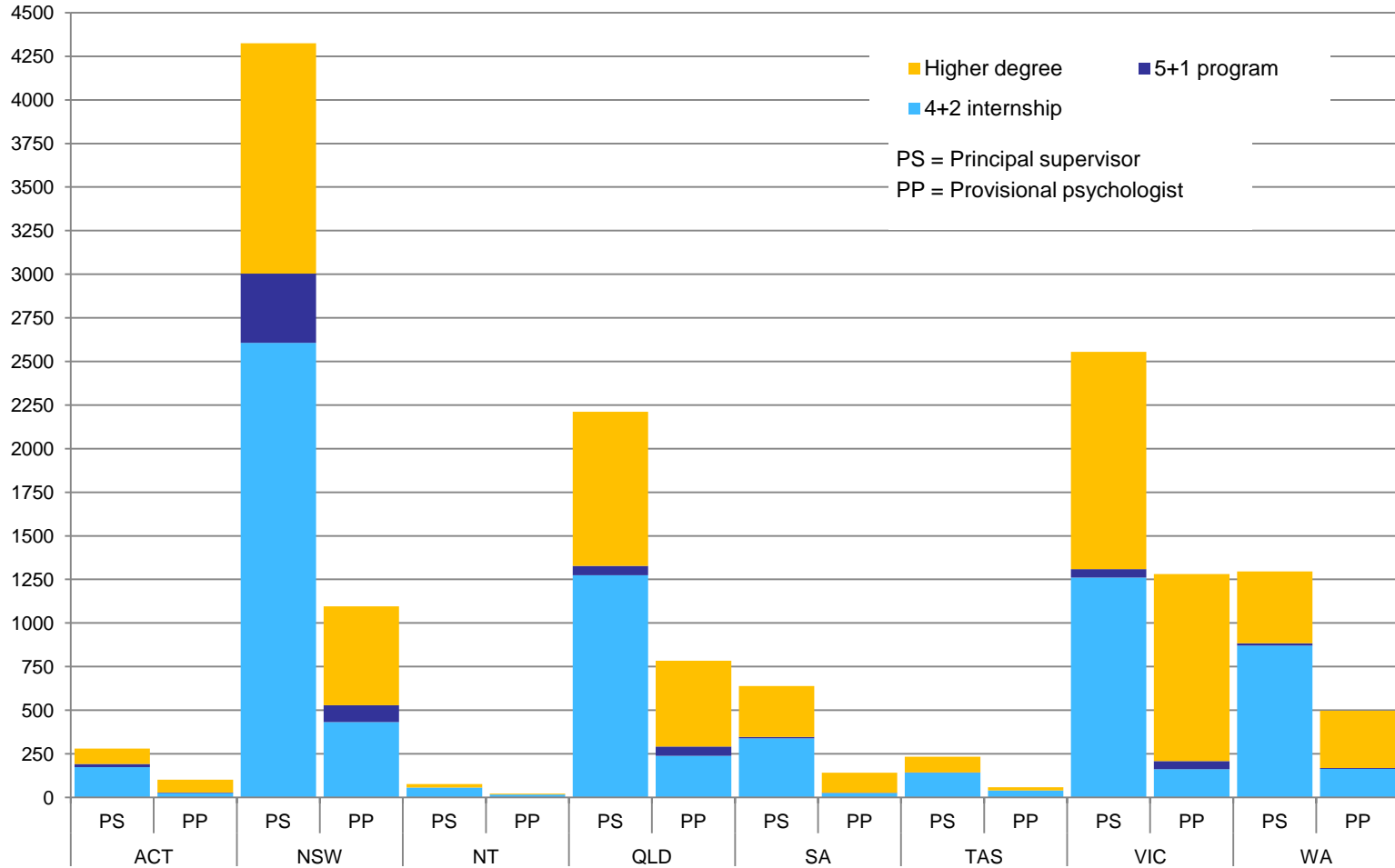
- Clinical psychology is the most frequent area of practice endorsement, and is recognised by governments in industrial awards, Medicare rebates, medico-legal bodies, is well represented across universities and is driven by student demand
- 10% have an additional AoPE – 65% have clinical
- Rethink of route to other AoPE – accredited courses, supervision, professional development plus structured oral and written exams

Over 30% increase in approved supervisors

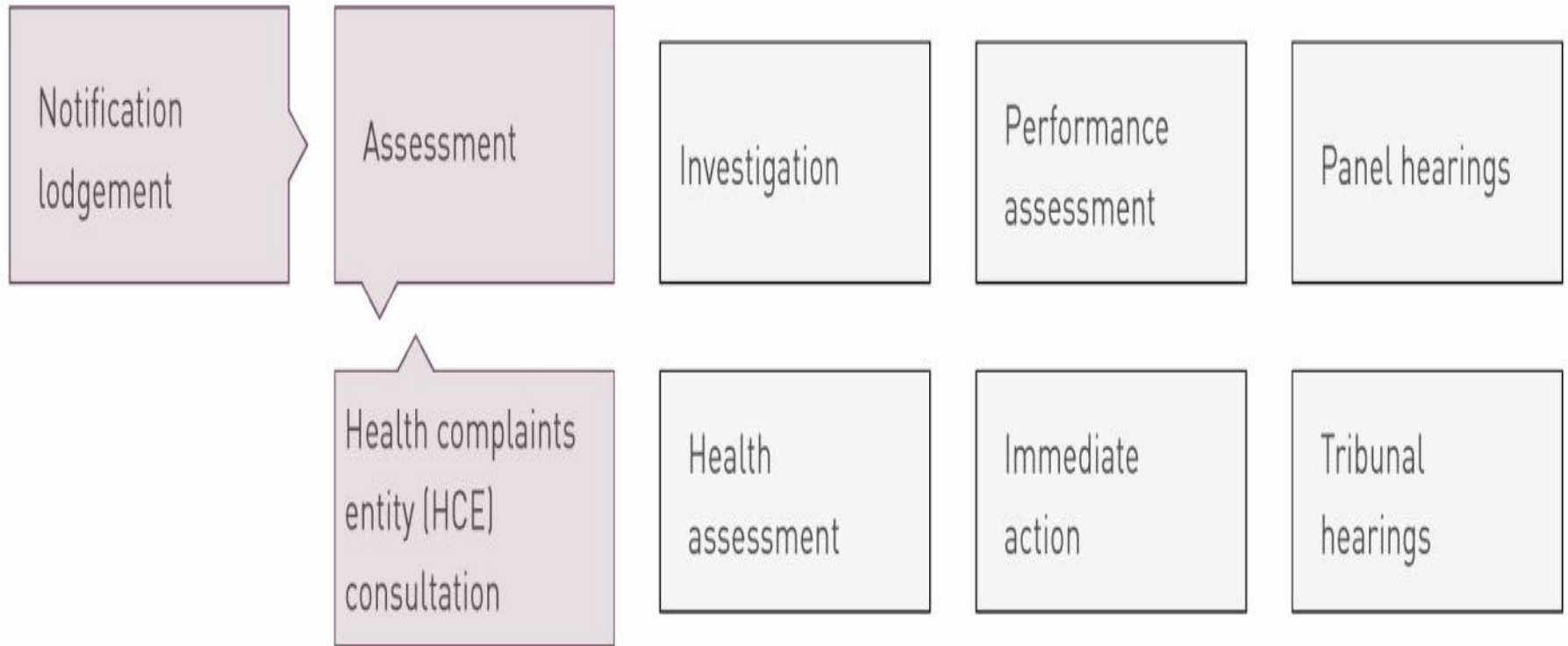


1:3 are now approved supervisors

Significantly more approved 4+2 supervisors than registered 4+2 provisional psychologists



Notification process



Notifications to the Board – 2012/13

- 471 complaints and notifications lodged against registered psychologists.
- 63% conduct, 6% health and 31% performance.
- psychology profession had the biggest percentage increase in notifications, with a 28 per cent increase.

Table 98: Notifications received by state or territory

| Psychologist | 2012/13 | 2011/12 | 2010/11 |
|------------------|------------|------------|------------|
| ACT | 31 | 11 | 11 |
| NT | 6 | 6 | 2 |
| QLD | 104 | 62 | 110 |
| SA | 23 | 26 | 22 |
| TAS | 9 | 8 | 11 |
| VIC | 114 | 96 | 102 |
| WA | 33 | 28 | 16 |
| Sub Total | 320 | 237 | 274 |
| NSW | 151 | 130 | 116 |
| Total | 471 | 367 | 390 |

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.

Practitioner audit

- Audits ensure that psychologists are meeting the mandatory registration standards.
- If you are selected for audit, you will receive an audit notice in the mail from AHPRA. It includes a checklist that outlines what supporting documentation is required to demonstrate that you meet the standard(s) being audited.
- Audits of random samples of psychologists occur periodically throughout the year

Board's work program

Recent outcomes

- Continued the implementation of the National Psychology Examination
- Published new guidelines for supervisors and supervisor training providers
- Developed the new guidelines for the 5+1 internship program
- Reviewed the accreditation arrangements for the psychology profession

National Psychology Examination

- Sit in the 6th year of the 4+2 or 5+1 programs
- 3-hour multiple choice
- 4 domains – ethics, assessment, intervention, communication
- Candidates will be able to fail up to 3 times before needing to do further internship work
- Examinations will run in confidential, secure test centres across Australia
- Exam dates: 2013 - 6 December and then in 2014 - 21 Feb, 23 May, 22 Aug and 12 Dec
- Cost \$450

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 review this exemption prior to 2016.

Supervisors and supervisor training

- The Board's approach
 - Supervision is critical
 - Quality training for supervisors (competency-based, best practice)
 - Quality supervisors for the four training pathways (4+2, 5+1, Masters, Registrar)
 - Training for regional areas a priority
- Where things are up to
 - Over 8500 supervisors now listed on website
 - The Board published the *Guideline for supervisors and supervisor training providers* in April.
 - Board has completed an expression of interest process to secure new supervisor training providers.

Before 1 July 2013, grandfathering provisions to become Board-approved supervisor
 From 1 July 2013, new supervisors will need to have done approved supervisor training
 University supervisors of fieldwork practicums must be Board-approved

| Supervisor status | Requirements that must be met from 1 July 2013 | Training requirements (every five years) |
|--|---|--|
| Transitioned to the National Scheme as a Board- approved supervisor in 2010 | No requirement | Complete Board-approved supervisor training (master class) any time before 1 July 2018 (on the basis of self-assessment) and every five years afterwards |
| Became a new Board- approved supervisor before 30 June 2013 by completing form ABAS-76 (1.45 MB,PDF) | No requirement | Complete Board-approved supervisor training (master class) any time before 1 July 2018 (on the basis of self- assessment) and every five years afterwards |
| Psychologists applying for supervisor status after 1 July 2013 | Yes, must meet the new requirements for Board- approved supervisors | Complete Board-approved supervisor training (full training) before applying to become a Board-approved supervisor Complete Board-approved supervisor training (master class) every five years from date of approval |

New supervisor training providers

- The Board has determined the outcome of the application process to become a Board-approved supervisor training provider for the next five years.
- The Board has approved the following supervisor training programs, which may be offered in any state or territory:
 - the APS Institute
 - the Cairnmillar Institute
 - Communicare
 - Dr Daphne Hewson
 - Deakin University
 - STAP
- Visit the Board's website for contact details.

5+1 internship program guidelines

- The Board has approved the new *Guidelines for the 5+1 internship program*.
- Feedback received from the public consultation (Consultation paper 19: draft guidelines for the 5+1 internship program) has been considered when approving the final guidelines.
- The new guidelines will take effect from the date that they are published on the Board's website.

Review of accreditation arrangements

- An important objective of the National Law is to facilitate the provision of high-quality education and training of health practitioners.
- The accreditation function is the primary way of achieving this.
- Since the start of the National Scheme, APAC has been the accreditation body for the psychology profession.
- Last year the Board reviewed these arrangements, and based on consultation feedback sought changes to APAC's independence and governance arrangements.

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.
 - APS shall nominate three psychologists, and one community member
 - PsyBA will nominate three psychologists, and one community member
 - 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.
- New look APAC expected in early 2014.

Current priorities

- Undertake a review of the Board's regional governance structure
- Start running National Psychology exams across Australia
- Prepare for transition to the Board's assessment of overseas qualified health practitioners
- Complete the review of the 4+2 internship program guideline
- Complete the review of the Board's core registration standards

Communication

Board's website

The screenshot displays the AHPRA Psychology Board website. At the top, there is a navigation bar with links for 'Contact Us' and 'Your Account'. Below this is a search bar with a 'Go' button. A main navigation menu includes 'Home', 'About Psychology', 'Registration', 'Endorsement', 'Standards and Guidelines', 'Accreditation', and 'News'. The main content area features a teal banner with the text 'Psychology Board of Australia' and 'Working in partnership with AHPRA to protect the public and guide the profession.' To the right, there are two buttons: 'Renew your registration online' and 'Check progress of your renewal application'. Below the banner, there are three columns of content: 'Top Content' with three numbered items, 'Registration' with links for 'Register to Practise', 'Graduate Applications', and 'More Registration', and 'Latest News' with three news items and a 'More News' link. At the bottom, there is a dark grey footer with four columns of links: 'Contact Us' (Enquiries, Telephone AHPRA, Office Locations), 'Services for Practitioners' (Register to Practise, Download Registration Certificate, Overseas Practitioners), 'Students and Graduates' (Graduate Applications, Higher Degree Students, Approved Study Programs), and 'Services for Employers' (Multiple Registration Check, Convert Legacy Registration Numbers, Update Contact Details).



Communiqué and newsletter

- National Board meets once a month
- After each meeting Board has issued 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

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 (Dec 2010)
9. Guidelines on the National Psychology Examination (May 2011)
10. Consultation on 5+1 internship standard (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 National Registration and Accreditation Scheme – Data access and research policy (February 2013)
17. Cross-Board consultation on common guidelines and psychology 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. Cross Board consultation on International criminal history checks
21. Cross-Board consultation on a review of the English language skills and Criminal history registration standards (**Current**)
22. **UPCOMING – Core Registration Standards**



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