



Public Forum

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Chair, Psychology Board of Australia

Thursday 21 March 2013, Brisbane

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

What are the Psychology Board's goals?

VISION

- A competent and flexible psychology workforce that meets the current and future needs of the Australian community

MISSION

- To regulate psychologists in the public interest
- Key issues: international standards and mobility; accreditation standards; safe, ethical practice

Drivers of change

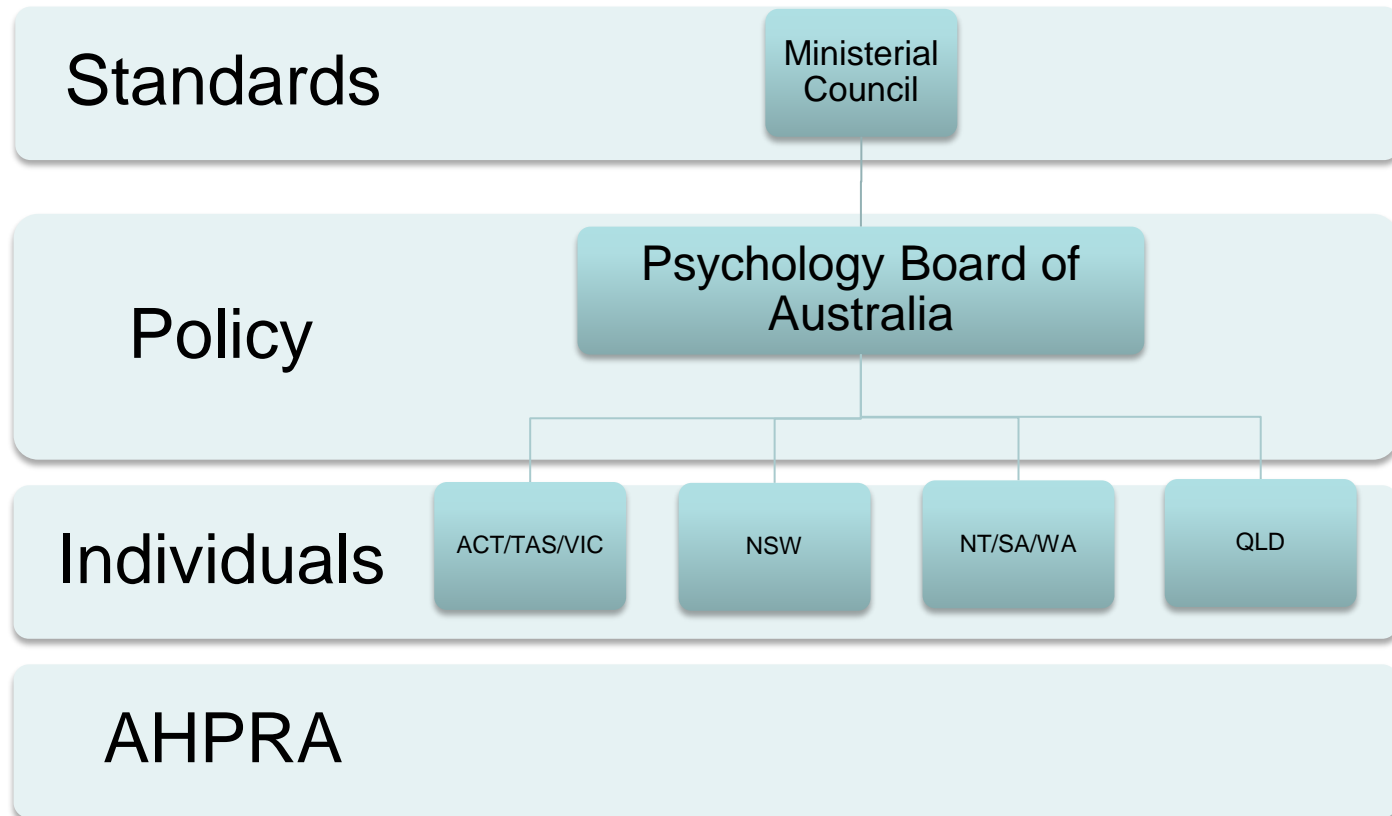
1. **Public** – consumers of psychology services
2. **Universities** – priority-setting, staffing choices, funding arrangements, curriculum choices
3. **Professional societies** – advocacy and lobbying
4. **Governments** – opportunities for workforce reform and funding of public priorities
5. **Employers** – budgets to fund workforce and value-for-money arrangements
6. **Accreditation agency** – quality and integrity of programs of study while encouraging flexibility
7. **Regulatory agency** – standards for public safety
8. **International** recognition and mobility

National Scheme includes:

- Psychology Board of Australia
- Australian Psychology Accreditation Council
- Australian Health Practitioner Regulation Agency
- Agency Management Committee
- Australian Health Workforce Advisory Council
- Australian Health Workforce Ministerial Council



Decision-making



Five key mandatory obligations

1. Mandatory criminal history and identity checks
2. Mandatory continuing professional development
3. Mandatory professional indemnity insurance
4. Handling of notifications and complaints
 1. Health, performance and conduct matters
 2. Mandatory reporting of serious misconduct or impairment
5. English language standard

Key features

- Protection of the public, APS code of ethics
- Protection of title, advertising standards
- Scheme self-funded through single national, profession-specific registration fee
- Independence of accreditation of higher education and training providers
- Informal terminology: PsyBA (Psychology Board of Australia) – not in writing
- 30 November – psychologist re-registration date

Key facts

- 560,000 health practitioners in Australia
- 1 person in 40 is a health professional
- Psychology is third largest profession
- Global shortage of health practitioners
- Ageing population, living longer
- Migration of the health workforce (for example, 70% of all psychiatrists in NZ are overseas-trained)

Psychology profession in Australia in numbers

Registered: 29,984

Provisional registration: 3,780

- 14% in training

General registration: 25,069

Endorsements: 7,106

- 29% of all general registrants
- Supervisors: 6,135 (25%)

Psychologists: Registration type by state and territory

State	General	Non-practising	Provisional	Total
ACT	643	38	100	781
NSW	8,714	417	982	10,113
NT	191	7	22	220
QLD	4,375	173	721	5,269
SA	1,237	77	158	1,472
TAS	435	24	64	523
VIC	6,561	221	1,279	8,061
WA	2,578	115	450	3,143
Not Supplied or Overseas	335	63	4	402
Total	25,069	1,135	3,780	29,984

Growing between 3-6%; Australian population growing at 1.6%

Psychologists: Registration by age and type

Age Group	General	Non-practising	Provisional	Total
21 - 25	46		652	698
26 - 30	2,311	91	1,486	3,888
31 - 35	3,586	213	594	4,393
36 - 40	3,716	191	338	4,245
41 - 45	3,249	148	276	3,673
46 - 50	2,638	64	191	2,893
51 - 55	2,822	65	151	3,038
56 - 60	2,630	83	61	2,774
61 - 65	2,321	118	23	2,462
66 - 70	1,226	104	7	1,337
71 - 75	369	30	1	400
76 - 80	108	13		121
81 - 85	31	10		41
86 +	14	5		19
Not Stated	2			2
Total	25,069	1,135	3,780	29,984

Gender of psychologists

Female general registration 77%

Female provisional registration 84%

Trend is 7% more females than males

Endorsed psychologists – by number of endorsements held

	Number of endorsements						Total
	1	2	3	4	5	6	
Number of endorsed psychologists	6,786	700	52	8	-	1	7,547
% of endorsed psychologists	89.92%	9.28%	0.69%	0.11%	0.00%	0.01%	100.00%

29% of general registrants have an endorsement

- 99% have one or two endorsements
- 90% have one endorsement
- 10% have two or more

Psychologists with one endorsement per registrant

Endorsement Type	1 Endorsement	
	No.	(%) *
Clinical Neuropsychology	341	5%
Clinical Psychology	4992	74%
Community Psychology	47	1%
Counselling Psychology	489	7%
Educational & Developmental Psychology	255	4%
Forensic Psychology	125	2%
Health Psychology	214	3%
Organisational Psychology	260	4%
Sport & Exercise Psychology	47	1%
Total	6,770	100%

18%

1.5%

.00%

2.3%

1.3%

.01%

.00%

.01%

.00%

% of general registrants with single endorsement.
7.5% non-clinical (N=1878)

78% with more than one endorsement have clinical psychology

Psychologists: by area of practice endorsement (AoPE) and by state or territory

Endorsement	ACT	NSW	NT	QLD	SA	TAS	VIC	WA	Not supplied	Total
Clinical neuropsychology	4	108		68	19	9	223	21	4	456
Clinical psychology	107	1666	21	676	393	126	1229	836	27	5,081
Community psychology		6		2	1		28	10	1	48
Counselling psychology	8	190	2	63	7	6	406	109	9	800
Educational and developmental psychology	4	127		68	26	16	157	52	5	455
Forensic psychology	8	150	8	50	23	7	105	36	2	389
Health psychology	4	50	2	39	16	9	94	3	1	218
Organisational psychology	13	118	2	48	27	1	112	35	1	357
Other	3	3		3						9
Sport and exercise psychology	3	17		20	8	1	13	7		69
Total	154	2,435	35	1,037	520	175	2,367	1,109	50	7,882

- Clinical psychology is the only AoPE well represented across all states and territories, and across all regional communities

Psychologists: Registrants by Endorsement by ARIA+ Code

Endorsement	Metropolitan and major cities	Outer suburban and large regional cities	Outlying suburban, regional areas and towns	Outer regional		Grand Total
				Outer regional	Remote	
Clinical Neuropsychology	324	11	34	6	0	375
Clinical Psychology	3790	179	732	138	22	4861
Community Psychology	24	1	5	0	0	30
Counselling Psychology	517	25	97	16	2	657
Educational & Developmental Psychology	298	8	56	3	1	364
Forensic Psychology	228	5	45	13	2	293
Health Psychology	113	7	19	8	2	149
Organisational Psychology	281	6	26	6	0	319
Sport & Exercise Psychology	48	0	9	1	0	58
Grand Total	5621	242	1023	191	29	7106

Note – Psychologists who not have an Australia principal place of practice recorded have not been included in these figures. Psychologists with more than one principal place of practice recorded have been included only once for the location that appears first in the record.

Note - The location classifications are according to ARIA+ Codes worked out on a scale from 0-15 as follows:

- 0 – 0.10 Metropolitan and major cities (i.e. Canberra ACT, Fremantle WA, Bondi NSW)
- >0.10 – 0.25 Outer suburban and large regional cities (i.e. Geelong Vic, Robina Qld, Wollongong NSW)
- >0.25 – 2.40 Outlying suburban, regional areas and towns (i.e. Aldinga Beach SA, Launceston Tas, Melton Vic)
- >2.40 – 5.92 Outer regional (i.e. Coffs Harbour NSW, Mildura Vic, Margaret River WA)
- >5.92 – 15.00 Remote (i.e. Alice Springs NT, King Island Tas, Mt Isa Qld)

Current trends...

- Clinical psychology is the standard 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 – 78% have clinical
- Rethink of route to other AoPE – accredited courses, supervision, professional development plus structured oral and written exams

1 in 4 psychologists is a supervisor

Number of approved supervisors by state or territory

Principal place of practice ^a	Number of supervisors	% of general registrants ^{*b}
ACT	146	22.81
NSW	2319	26.62
NT	49	26.63
QLD	1052	24.28
SA	292	23.44
TAS	146	33.64
VIC	1269	19.57
WA	835	32.52
Overseas ^c or unknown	27	8.97
TOTAL	6135	24.61

Supervisors x Interns

State	4+2 Supervisors	Provisional
ACT	129	100
NSW	2061	982
NT	39	22
QLD	903	721
SA	242	158
TAS	124	64
VIC	923	1,279
WA	588	450

PPP	SUPERVISOR TYPE											Registrar Program Secondary
	4+2 Internship Principal	4+2 Internship Secondary	Registrar Program Principal									
			Clinical Neuropsych	Clinical	Community	Counselling	Educational & Developmental	Forensic	Health	Organisational	Sport & Exercise	
ACT	129	132	0	20	0	2	1	2	1	1	1	24
NSW	2061	1846	8	250	0	19	15	31	5	9	2	270
NT	39	46	0	3	0	1	0	4	0	1	0	10
QLD	903	939	9	136	0	17	12	8	8	6	3	189
SA	242	227	9	87	0	0	4	8	6	3	0	95
TAS	124	125	3	30	0	1	4	2	3	0	1	35
VIC	923	928	57	220	7	64	37	17	9	19	0	359
WA	588	561	8	232	1	42	20	15	1	5	1	355
Overseas	23	20	2	2	0	1	1	0	0	0	0	6
Subtotal			96	980	8	147	94	87	33	44	8	
TOTAL	5032	4824					1497					1343

Table 8: Notifications received in 2011/12 by profession and state or territory¹

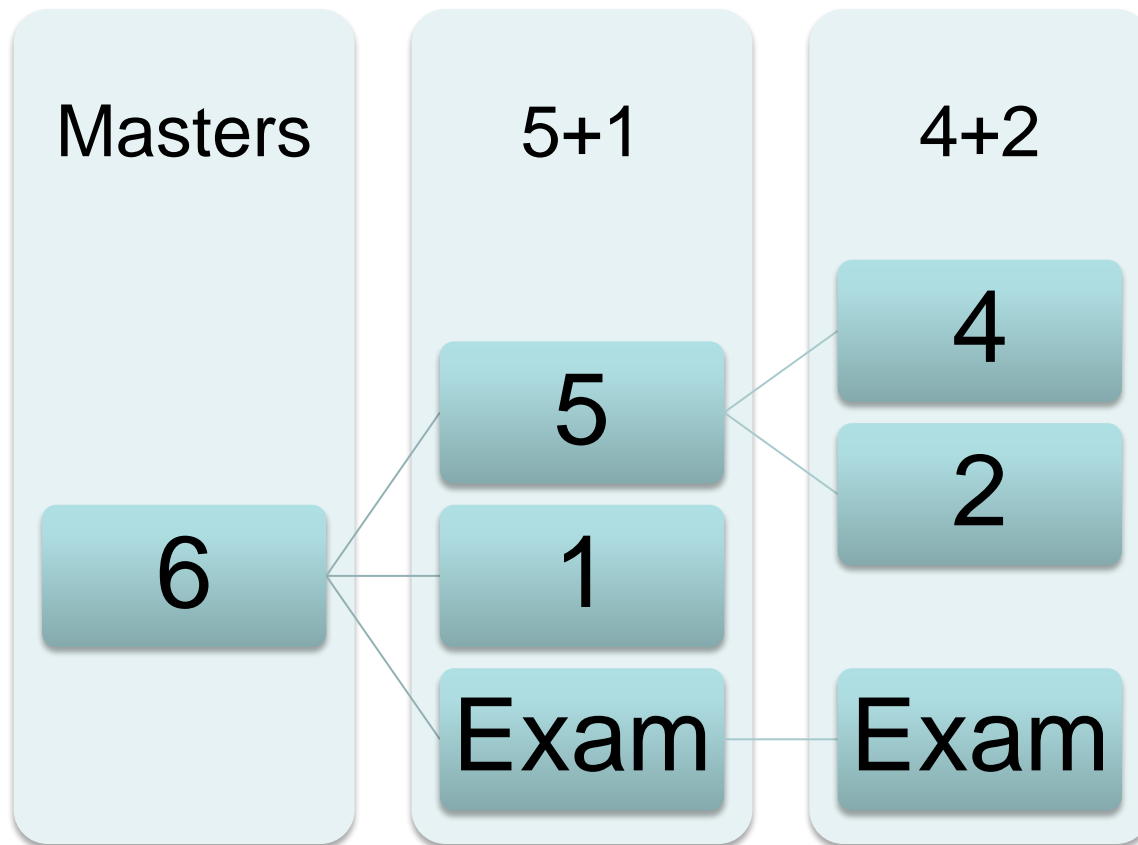
Profession	ACT	NT	QLD	SA	TAS	VIC	WA ³	2012 Sub Total ⁴	NSW	2012 Total ⁴
Chiropractor	6	0	26	19	0	29	8	88	27	115
Dental practitioner	15	8	162	32	15	195	49	476	516	992
Medical practitioner	100	45	866	207	145	743	267	2,373	1,628	4,001
Midwife	3	0	34	2	0	2	9	50	1	51
Nurse	23	20	296	160	39	326	114	978	423	1,401
Optometrist	1	0	6	3	1	14	3	28	26	54
Osteopath	0	0	1	1	0	4	0	6	11	17
Pharmacist	13	1	57	16	9	88	32	216	171	387
Physiotherapist	4	4	15	13	0	20	5	61	27	88
Podiatrist	0	1	6	4	1	10	3	25	18	43
Psychologist	11	6	62	26	8	96	28	237	130	367

- 367 complaints = 1% of psychologists
- 73% conduct; 20% performance; 7% health

Board's current priorities...

- National Psychology Examination
- Supervisor training and certification
- Development of 5+1 programs
- Revision of 4+2 programs
- Area of practice and specialisations – sustainability and public interest
- Accreditation review and the international developments...

Full Registration = 6-year sequence
Endorsement = 8-year sequence



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
- Case study-based questions
- Acceptable to re-sit exam if failed
- <http://www.psychologyboard.gov.au/Registration/National-Psychology-Exam.aspx>

National Psychology Examination

- Examinations will run about 4 times a year in 8 confidential, secure test centres across Australia
- Cost will likely be below \$500
- Starts 1 July 2013 – transition provision will allow one more year of grace, i.e. those applying for general registration before 1 July 2014 do not need to sit exam
- Candidates will be able to fail up to 3 times before needing to do further internship work
- Sit the exam at any time in 6th (final) year

Supervisors and supervisor training

- The Board's approach
 - Supervision is critical
 - QLD is the model
 - 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 6000 supervisors now listed on website
 - Board has held two consultations
 - Guidelines being finalised
 - 'Request for proposal' process being developed

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	On 1 July 2013	Training Requirements (every 5 years)
Transitioned to the National Scheme as a Board approved supervisor	No requirement	Complete Board approved supervisor training any time before 1 July 2018 (on the basis of self-assessment) and every 5 years afterwards
Became a new Board approved supervisor before 30 June 2013 by completion of Form ABAS - 76	No requirement	Complete Board approved supervisor training any time before 1 July 2018 (on the basis of self assessment) and every 5 years afterwards
Apply for supervisor status after 1 July 2013	No requirement on 1 July 2013. Meet new Board requirements for Board approved supervisors on application after 1 July 2013	Complete Board approved supervisor training before approval granted and then every 5 years from date of approval

Q: are there exemptions or reductions in CPD for special circumstances?

A: Yes. The person must get written approval for exemptions in advance by writing to the Board. Exemptions are calculated at 2.5 hours/month. An example is when a psychologist goes on maternity leave.

In general there are no exemptions for those in part-time practice.

Communication

- 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 DUE April 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 2013)
16. [Guidelines for the National Psychology Examination \(DUE Apr 2013\)](#)
17. [Guidelines for the 5+1 program \(DUE May 2013\)](#)



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