

## **Lecture 1**

### **1. Registration and APS**

#### **1.1. Registration and APS membership**

- Psychologists must be registered to practice and use the title
- Psychologists do not need to be a member of the APS
- Why join the APS?
  - Indemnity insurance
  - Legal consultation
  - Private practice resources
  - Professional network of colleagues
  - Conferences/Professional Development

#### **1.2. Australian Health Practitioner Regulation Agency (AHPRA)**

- <http://www.ahpra.gov.au/>
- Chiropractic Board of Australia
- Dental Board of Australia
- Medical Board of Australia
- Nursing and Midwifery Board of Australia
- Optometry Board of Australia
- Osteopathy Board of Australia
- Pharmacy Board of Australia
- Physiotherapy Board of Australia
- Podiatry Board of Australia
- Psychology Board of Australia
- Aboriginal and Torres Strait Islander Practitioners
- Chinese Medicine Practitioners
- Medical Radiation Practitioners
- Occupational Therapists
- & more...

#### **1.3. Psychology Board of Australia**

- [www.psychologyboard.gov.au](http://www.psychologyboard.gov.au)
- Adopts the APS code of ethics. Websites has list of additional guidelines & policies related to the profession and practice of psychology
- Registering Psychologists & Students
- Developing standards, codes, & guidelines for psychology profession
- Handling notifications, complaints, investigations, and disciplinary hearings
- Assessing overseas trained practitioners who wish to practice in Australia
- Approving accreditation standards & accredited courses of study

#### **1.4. Registration process**

Stage 1: Application	- Hard copy or online renewal
Stage 2: Assessment	- Information assessed against registration standards - May need to: <ul style="list-style-type: none"> <li>○ Supply further information</li> <li>○ Undergo tests or examinations related to competency or health issues</li> </ul>
Stage 3: National Board Decision	- Register - Register with conditions - Reject application
Stage 4: Registration	- Registration finalised

	- Certifications/letters prepared for applicant
Stage 5: Submission	- If register with conditions/reject, submissions may be made to the national board
Stage 6: Submission Assessment	- Response from applicant is considered and final decision is made
Stage 7: Tribunal	- If applicant does not agree with the decision of the Board, may take case to Tribunal
Stage 8: Withdrawn incomplete	- If a required response is not received from applicant in a reasonable time, then application is closed

### 1.5. Registration standards

- Continuing professional development
- Criminal history
- English language skills
- General registration standard
- Professional indemnity insurance
- Provisional registration
- Recency of practice
- Areas of practice endorsement

### 1.6. Codes and guidelines

- Mandatory notification
- Continuing professional development
- Guidelines for 4 +2 internship program provisional psychologists & supervisors
- Advertising of regulated health services
- Psychology areas of practice endorsement
- PBA has adopted the APS Code of ethics for the profession

### 1.7. Continuing Professional Development (CPD; Hewson, 2010)

- 30 hrs per year (even if working part time)
- Following a learning plan
- Minimum: 10 hrs to be peer consultation
- General (to 30 hrs)
  - Recommended 10 are active CPD
  - Conducting/attending psychology workshops
  - Writing, assessing, reading & analysing-academic pursuits: journals, grants, proposal
  - Producing, reviewing or viewing and analysing-videos, internet resources, posters
  - Providing peer consultation to psychologists

#### 1.7.1. CPD portfolio

- Learning plan (4-5 pp)
- CPD activity log
- Peer consultation log
- PD journal on content, relevance and reflection on activity: ½ to 1 page per hr

## Registration as a Psychologist

- AHPRA → PBA = compulsory
  - PBA adopts the APS code of ethics. Websites has list of additional guidelines and policies related to the profession and practice of psychology
  - Developing standards, codes and guidelines for psychology profession
  - Handling notifications, complaints, investigations and disciplinary hearings
  - Assessing overseas trained practitioners who wish to practice in Australia
  - Approving accreditation standards and accredited courses of study
- APS = not compulsory
  - Indemnity insurance
  - Legal consultation
  - Private practice resources
  - Professional network of colleagues
  - Conferences/professional development
- Process:
  - (stage 1) Application →
  - (stage 2) Assessment (against standards\*) →
  - (stage 3) National Board Decision:
    - Register → (stage 4) Registration; OR
    - Register with conditions or reject → (stage 5) Submission (to Board) → (stage 6) Submission Assessment: final decision is made.
      - If applicant does not agree with Board → (stage 7) Tribunal. If applicant does not deliver required response within reasonable time → (stage 8) Withdrawn incomplete

\*Standards: Continuing Professional Development\*\*, criminal history, English language skills, competent, no health issues, recency of practice

\*\*Continuing Professional Development (CPD):

- 30hr/year
- Minimum 10hr peer consultation that focuses on critical and reflective practice of OWN practice (i.e., self-evaluation)
  - Individual or group format
  - Peer or senior psychologist
  - Face-to-face or by telephone
- Recommended 10hr are active CPD:
  - Conducting/attending psychology workshops
  - Writing, assessing, reading and analysing-academic pursuits: journals, grants, proposal
  - Producing, reviewing or viewing and analysing-videos, internet resources, posters
  - Providing peer consultation to psychologists
  - Attending seminars where written test
  - Oral presentation or tutorial group
  - Studying new technique and practicing it at work
- CPD portfolio:
  - Learning plan (4-5 pages): based on self-assessment (formal assessment: test of knowledge, skills) or everyday reflection on practice, mistakes and feedback from clients and colleagues; outcome focused (e.g., what you will achieve and how it is going to help you learn). Ensure continued competence in practice and ensure activities contribute to quality of practice
  - CPD activity log
  - Peer consultation log

- PD journal on content, relevance and reflection of activity: ½ to 1 page per hour
- Peer consultation journal on content and relevance of each consultation: ½ to 1 page per hour
- Reporting CPD:
  - At annual renewal of registration (November), declare that you have met minimum requirements
  - Occasional audits of CPD portfolio, must show and justify hours claimed

## Ethical frameworks

General principles – serve to safeguard the welfare of consumers of psychological services, as well as the integrity of the profession

1. **Respect** – for moral and legal rights, as well as dignity, of individuals. Themes include justice (e.g., avoid discrimination) and respect for clients (e.g., do not be coercive or demeaning, do not defame or harass) as well as colleagues (e.g., disagreements with professionals must not spill over into subjective criticism of competence, respect the confidentiality and propriety rights for grants, proposals etc., publication credit where due). Other themes include:

**Rights of clients:** to know the limits of therapy in terms of realistic time frames and goals, to know the limits of confidentiality (gives them power to determine how much they want to reveal; minors = person who gave informed consent), to receive the most appropriate level of help (refer on when beyond your scope) and to have their psychologist maintain professional standards, level of care and skill

**Confidentiality** – the cornerstone of the profession which helps establish a relationship of trust.

Maintaining confidentiality in collection, recording, accessing, storage, dissemination and disposal of information. Best practice always includes being mindful of possible “accidental” revealing of client information – e.g. leaving client files on desk where name or other information is visible to others

- **Disclosing confidential information:**
  - Clients must be made aware of limitations: risk of harm to self or others, legal authority (subpoena) and discussion with supervisor
  - Clients need prior notice that information used will maintain their privacy (e.g., conceal identity to supervisor); need consent of client including written consent about what personal information may be released under what circumstances and to whom
  - **Third party paying for service:** client provides consent for disclosure of specific personal information to the third party. With young people, psychologists clarify the limits to confidentiality with ALL relevant parties, including parents when they are involved in the consent process
  - **When legally obliged...:** child abuse and neglect, risk of harm to self or others (e.g., suicide, criminal activity), or subpoena (it is possible to seek to vary a subpoena, but this should be done in consultation with the court – seek legal advice to assist in responding to a subpoena)
  - **...BUT not compelled:** this judgment involves the determination of the extent of risk, harm or danger to the client or others
  - Requests from others for information: “I can neither confirm nor deny that I am seeing this person...” or “I cannot reveal any client information without their consent...”
- **Collection of information from associated parties:**
  - Obtain consent of client prior to collecting information – also advise they can decline request or withdraw consent, though explain consequences of not consenting
  - Explain sources to be used, how collected and purpose of collecting
  - Obtain associated party’s informed consent (e.g., inform them client gave consent to collect information) and state how information will be used and consequences etc.

## Informed Consent

- Fully inform clients about the psychology service they will be receiving – outline the procedures to be used, risks and disadvantages, frequency and duration, financial implications.
- Also inform of their ability to withdraw from treatment and decline to participate with procedures proposed

**What are some benefits of joining APS, even though it's not compulsory?**

- Indemnity insurance
- Legal consultation
- Professional network of colleagues – useful for fulfilling compulsory peer consultation hours (10) for continuing professional development

**Describe Continuing Professional Development for psychologists.**

CPD is maintaining, improving and broadening knowledge, expertise and competence, to strengthen role as psychologist. Overall, psychologists are required to complete 30 hours of CPD per year, which are reported at annual renewal of registration (November)

- Psychologists are required to complete a minimum of 10 hours peer consultation that focuses on their OWN practice (i.e., self- reflection/criticism/evaluation). For example, seek senior psychologist's constructive feedback about therapeutic performance and improve accordingly.
- Psychologists are recommended to engage in 10 hours of active CPD. For example, workshops/seminars/presentations, grants/proposals, peer reviews, providing peer consultation to others, studying new technique and practicing it at work.
- Must keep CPD portfolio which includes:
  - o Learning plan (4-5 pages) – outcome focused (e.g., what you want to achieve and how it will contribute to professional development) and based on self-assessment and everyday reflection of practice (e.g., formal assessment, mistakes, feedback)
  - o Peer consultation log – ½ to 1 page per hour (i.e., minimum 10 entries) of content, relevance and reflection
  - o CPD activity log (what active forms of professional development did the psychologist engage in?)

Note: occasional audits of CPD portfolio – must show and justify hours claimed.

**Identify and briefly outline the general ethics principles.**

- Respect: for moral and legal rights of
  - o clients (e.g., justice/no discrimination or demeaning, confidentiality + knowledge of its limits, privacy); and
  - o colleagues (e.g., no criticism, propriety rights, publication credit)
- Propriety: welfare of clients + integrity of profession > psych's self-interests
  - o Competence, professional responsibility, collaboration, suspension/termination (inc. locate alternative sources of assistance)
  - o Record keeping – guides in planning, reviewing and self-monitoring work; ensure they are adequately and understandably detailed (e.g., missed appointments, not overly abbreviated), and offer access to clients. Be aware, they are not exempt from disclosure at any time, so record accordingly!
- Integrity: respect their position of power and trust and keep faith with the nature and intentions of professional relationships. This involves having good character and reputable behaviour, being honest in communication (i.e., avoid misleading information) and maintaining professional boundaries:
  - o Conflict of interest – refrain from multiple relationships that may impair psychologist's competence or effective and objective deliverance of