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# Scopes of Practice

*For Psychologists registered under the Health  
Practitioners Competence Assurance Bill:  
A discussion paper prepared by the New  
Zealand Psychologists Board\**

# Scopes of Practice

## *For Psychologists under the Health Practitioners Competence Bill*

### **1.0 INTRODUCTION**

The Health Practitioners Competence Assurance (“HPCA”) Bill is expected to be enacted later this year, and to come into force in 2004. It will require all persons describing themselves as a Psychologist to be registered by the New Zealand Psychologists Board and to work within a defined scope of practice. Although the terms of the Bill will not be absolutely finalised until it has its third reading in Parliament, the Board will need to define appropriate scopes of practice and this discussion paper has been prepared as a first step in that process.

In developing the scopes of practice for Psychologists, the Psychologists Board is mindful of the principal purpose of the HPCA legislation, which is to ***“protect the health and safety of members of the public by providing for mechanisms to ensure that health professionals are competent and fit to practise their profession”***. All Psychologists with a scope of practice will become (for the purposes of the proposed Act) a “health professional”. We are also mindful of Ministry of Health advice to keep scopes in line with existing identified areas of speciality with accepted qualification via Postgraduate qualifications, at least in the first instance. We therefore propose to adopt scopes for:

1. Industrial/Organisational,
2. Educational and Child,
3. Clinical,
4. Counselling,
5. Academic,
6. Community.

A scope for a Kaupapa Māori Psychologist has also been suggested, and work on defining this is proceeding.

# Part A

*Following the implementation of the HPCA Act, it is proposed that all new applicants for registration as a Psychologist will have to meet the requirements for practising within at least one scope of practice as defined below:*

## **2.0 PROPOSED SCOPES OF PRACTICE**

### **2.1 INDUSTRIAL/ORGANISATIONAL PSYCHOLOGISTS**

Industrial/Organisational Psychologists specialise in the areas of work, human resource management, training and development, personnel recruitment and selection, human factors, organisational development and changes, and quality of work-life. Industrial/Organisational Psychologists apply psychological principles and methods to understand and affect work behaviour, worker attitudes, organisational structures, processes and systems.

#### **Qualifications**

Industrial/Organisational Psychologists have a minimum of a Psychologists Board accredited Masters Degree in Psychology specialising in Industrial/Organisational Psychology, or an accredited Postgraduate Diploma in Industrial/Organisational Psychology, or an equivalent overseas qualification. Qualifications must include a Board approved one year practicum or internship.

### **2.2 EDUCATIONAL & CHILD PSYCHOLOGISTS**

Educational and Child Psychologists assist children and adults with learning and developmental issues by providing assessment, intervention and counselling.

#### **Qualifications**

Educational and Child Psychologists have a minimum of a Psychologists Board accredited Masters Degree in Psychology and a Postgraduate Diploma in Educational Psychology or equivalent overseas qualification. Qualifications must include a Board approved one year practicum or internship.

## **2.3 CLINICAL PSYCHOLOGISTS**

Clinical Psychologists specialise in the application of psychological knowledge and theory to the assessment, diagnosis and treatment of emotional, mental or behavioural problems affecting adults, children and families.

### **Qualifications**

Clinical Psychologists have a minimum of a Psychologists Board accredited Masters Degree in Psychology and a Board accredited Postgraduate Diploma in Clinical Psychology, or equivalent overseas qualification. Qualifications must include a Board accredited one year practicum or internship.

## **2.4 COUNSELLING PSYCHOLOGISTS**

Counselling Psychologists assist individuals, couples and groups in areas related to personal well-being, relationships, work, recreation, and health.

### **Qualifications**

Counselling Psychologists have a minimum of a Psychologists Board accredited Masters Degree in Psychology, or equivalent overseas qualification. Qualifications must include a Board accredited one year practicum or internship.

## **2.5 ACADEMIC PSYCHOLOGISTS**

*This scope covers both research and teaching.*

Academic Psychology is the field of psychology concerned with scientific enquiry, examination, investigation or experimentation for the purpose of expanding or disseminating psychological knowledge.

Academic Psychology is concerned with the development or delivery of material designed to foster learning of psychological knowledge and skills.

### **Qualifications**

Academic Psychologists have a minimum of a Psychologists Board accredited Masters Degree in relevant areas of psychology, or an equivalent overseas qualification.

## **2.6 COMMUNITY PSYCHOLOGISTS**

Community Psychology is characterised by an ecological approach in which social problems are conceptualised as arising from an interaction between people and their environments. Community Psychologists pay particular attention to the conditions that give rise to social problems. The practice of Community Psychology emphasises the application of psychological and social science knowledge to promoting justice and equity, improving the quality of community life, enhancing health and well-being, and preventing psychological or 'life-style' problems.

### **Qualifications**

Community Psychologists have a minimum of a Psychologists Board accredited Masters Degree specialising in Community Psychology, or an equivalent overseas qualification. Qualifications must include a Board accredited one year practicum or internship.

## **3.0 ADDITIONAL PROPOSED SCOPES**

*Opinion of the profession is sought about developing a scope for Kaupapa Māori Psychologists.*

### **3.1 KAUPAPA MĀORI PSYCHOLOGISTS**

A scope covering Kaupapa Māori has been proposed. Work is underway to determine the appropriate parameters of the scope and required qualifications.

# Part B

*Psychologists who are currently registered at the time the HPCA Act comes into force, will be registered under transitional arrangements:*

## **4.0 TRANSITIONAL ARRANGEMENTS**

*The HPCA Act will require all Psychologists who are registered on the day the Act comes into force to continue to be registered under the new Act (clause 182 of the Bill). Clarifying which scope(s) Psychologists shall belong to may require some detailed consideration of individual cases. It is therefore proposed that all Psychologists be given a “transitional” scope of practice for one year, and that approval to work within specified scopes of practice be completed in the first year of operation of the HPCA Act.*

### **4.1 TRANSITIONAL SCOPE OF PRACTICE**

The transitional scope of practice encompasses any practice of Psychology, whether in Industrial / Organisational, Educational & Child, Clinical, Counselling, Academic, Community or any other field.

### **4.2 QUALIFICATIONS**

Every person who is registered as a Psychologist under the Psychologists Act 1981 immediately before the commencement of the HPCA Act is deemed to be registered with a transitional scope of practice.

### **4.3 ELIGIBILITY OF PSYCHOLOGISTS WITH A TRANSITIONAL SCOPE OF PRACTICE FOR A PARTICULAR SCOPE**

Those Psychologists with a transitional scope of practice, who have a proven track record of working competently within a particular scope but do not have the specified entry qualifications, may be eligible for registration under that scope. Mechanisms for determining proven competence shall be developed before the Act is implemented, and consideration of these cases shall form part of the process of the first year of operation of the HPCA Act.

# Part C

*Recognition of overseas qualifications from universities with accreditation systems may be achieved more simply than at present.*

## **5.0 OVERSEAS QUALIFICATIONS**

Overseas qualifications may be recognised automatically as the basis of eligibility for a particular scope of practice if an overseas accrediting body that is itself approved by the New Zealand Psychologists Board approves the course or programme. Otherwise, the relevance of each qualification to the minimum qualification for eligibility for a scope of practice will be determined on a case-by-case basis.

## **6.0 ACKNOWLEDGEMENTS**

This document has drawn upon material from several sources, including the Evidence Amendment Act, the University of Waikato website and the Australian Psychological Society's descriptions of specialty areas.

## **7.0 FEEDBACK**

Your opinion is important. Please complete the following questionnaire and return to:

**Karen Crosby**  
**Secretary**  
**New Zealand Psychologists Board**  
**PO Box 10-140**  
**Wellington**

## 8.0 FEEDBACK QUESTIONNAIRE

*Thank you for participating in this short questionnaire. As a registered psychologist, your response is very important in this consultation process. Please include some comments with your answers. If you need more space to write, please continue overleaf. Your feedback should be returned to the Board by 15 September 2003. Detach this section and post to The Secretary, New Zealand Psychologists Board, PO Box 10-140, Wellington or Fax 04 472-2350.*

1.0 **Should there be more than one scope of practice for Psychology?** \_\_\_\_\_ (please circle) **YES / NO**

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

2.0 **Do you agree with the scope of practice for Industrial/Organisational Psychologist?** \_\_\_\_\_ **YES / NO**

If no, what definition would you prefer? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

2.1 **Do you agree with the qualifications for entry to the scope of practice for Industrial/Organisational Psychologist?** \_\_\_\_\_ **YES / NO**

If no, what qualifications should be required for entry? \_\_\_\_\_  
\_\_\_\_\_

3.0 **Do you agree with the scope of practice for an Educational & Child Psychologist?** \_\_\_\_\_ **YES / NO**

If no, what definition would you prefer? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

3.1 **Do you agree with the qualifications for entry to the scope of practice for Educational & Child Psychologist?** \_\_\_\_\_ **YES / NO**

If no, what qualifications should be required for entry? \_\_\_\_\_  
\_\_\_\_\_

4.0 **Do you agree with the scope of practice for Clinical Psychologist?** \_\_\_\_\_ **YES / NO**

If no, what definition would you prefer? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_



4.1 **Do you think there should be sub-specialist scopes within Clinical Psychology, e.g. health, neuropsychology, forensic?** \_\_\_\_\_ **YES / NO**

What qualifications should be required for entry? \_\_\_\_\_  
\_\_\_\_\_

4.2 **Do you agree with the qualifications for entry to the scope of practice for Clinical Psychologist?** \_\_\_\_\_ **YES / NO**

If no, what qualifications should be required for entry? \_\_\_\_\_  
\_\_\_\_\_

5.0 **Do you agree with the scope of practice for Counselling Psychologist?** \_\_\_\_\_ **YES / NO**

If no, what definition would you prefer? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

5.1 **Do you agree with the qualifications for entry to the scope of practice for Counselling Psychologist?** \_\_\_\_\_ **YES / NO**

If no, what qualifications should be required for entry? \_\_\_\_\_  
\_\_\_\_\_

6.0 **Do you agree with the scope of practice for Academic Psychologist?** \_\_\_\_\_ **YES / NO**

If no, what definition would you prefer? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

6.1 **Do you agree with the qualifications for entry to the scope of practice for Academic Psychologist?** \_\_\_\_\_ **YES / NO**

If no, what qualifications should be required for entry? \_\_\_\_\_  
\_\_\_\_\_

7.0 **Do you agree with the proposed scope of practice for Community Psychologist?** \_\_\_\_\_ **YES / NO**

If no, what definition would you prefer? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

7.1 **Do you agree with the qualifications for entry to the scope of practice for Community Psychologist?** \_\_\_\_\_ **YES / NO**

If no, what qualifications should be required for entry? \_\_\_\_\_  
\_\_\_\_\_

8.0 **Do you agree with the definition of a transitional scope of practice for Psychologist?** \_\_\_\_\_ **YES / NO**

If no, what definition would you prefer? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

8.1 **Do you agree with the qualifications for entry to the transitional scope of practice for Psychologists?** \_\_\_ YES / NO  
(Remember that all psychologists registered by the Psychologists Act (1981) are required to be registered under the HPCA)

If no, what qualifications should be required for entry? \_\_\_\_\_  
\_\_\_\_\_

9.0 **Do you agree with the concept of a scope of practice for Kaupapa Māori Psychologist?** \_\_\_\_\_ YES / NO

If yes or no, please state why: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

10.0 **Should there be other scopes of practice for Psychologists e.g. Health Psychology, Sports Psychology?** \_ YES / NO

If yes, please describe each and indicate the desirable qualifications and training necessary for entry. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

11.0 **What are your qualifications for working as a Psychologist?** \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

12.0 **What areas or scope(s) of practice do you now work in?** \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

13.0 **Any other comments or suggestions?** \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

