

# **Reimagining the Scope of the Profession of Psychology**

Presented by:

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# Agenda

1. Welcome and apologies
2. Objectives
3. Some Proposed Models
4. Feedback on Models
5. Tea Break
6. Way forward and closing comments

# Objectives

- This initiative hopes to canvas opinion on the SOP from psychology professionals and students across South Africa, and to reimagine a more relevant psychology.



- This is the first of a few consultations to put forward informed models for the Profession of Psychology such that the Professional Board for Psychology may consider these in deliberations on the changes needed for SOP, and go beyond.

The Scope of the Profession of Psychology (SOP) has been highly contentious since its promulgation. On the 14 November 2016, the High Court of South Africa, Western Cape Division, Cape Town (Case No: 12420/13) ruled, *inter alia*:

3. The Regulations Defining the Scope of the Profession of Psychology (published GNR 704 in GG 34581 of 2 September 2011) (“the Regulations”) are declared invalid.

- and suspended the invalidity for two years:

5. The order of invalidity, referred to in paragraph 3 above, is suspended for a period of 24 months.

This order affords the Minister of Health, the HPCSA and the Professional Board for Psychology the opportunity to correct the defects in the SOP over the next 21 months.

- This moment provides an opportunity for all in psychology to make representation to the Professional Board of Psychology for changes that will ensure that the defects created by the current SOP do not plague the discipline in the future.
- This moment also enables us to reimagine psychology so that the greater needs of our growing and diverse population are meaningfully addressed.

# CURRENT SOP DOCUMENTS

- The original SOP document promulgated by the 7<sup>th</sup> Board in 2008 may be accessed at [http://www.hpcsa.co.za/uploads/editor/UserFiles/downloads/psych/regulations\\_defining\\_the\\_scope\\_of\\_profession\\_of\\_psychology.pdf](http://www.hpcsa.co.za/uploads/editor/UserFiles/downloads/psych/regulations_defining_the_scope_of_profession_of_psychology.pdf).
- Subsequent to this a document was promulgated in September 2011, which amended the 2008 regulations to provide further clarity on the scope for each of the categories in Psychology registered with the HPCSA.
- The 2011 document defining the Scope of the Profession may be accessed at [http://www.hpcsa.co.za/Uploads/editor/UserFiles/downloads/psych/sept\\_promulgated\\_scope\\_of\\_practice.pdf](http://www.hpcsa.co.za/Uploads/editor/UserFiles/downloads/psych/sept_promulgated_scope_of_practice.pdf).

- *I have undertaken this initiative as President of PsySSA in the interests of the profession of psychology in South Africa (SA).*
- *The models in this presentation are only PROPOSALS, which are meant to engage the profession in constructive discussion on the way forward with Scope of Practice (SOP) in SA.*
- *These models have not been endorsed by anyone.*
- *This is an initiative independent of the Professional Board of Psychology at the Health Professions Council of SA (HPCSA).*



# PROPOSED MODELS

- **Model 1:** Keep the SOP as is with the proposed guidelines by the Board
- **Model 2:** Keep the SOP as is and instead of having separate guidelines for each scope, incorporate them into one document
- **Model 3:** Keep the SOP as is but introduce core competences for all psychologists regardless of category and then have specialized skills for each category (**Practice of Psychology + core competencies**)
- **Model 4:** Change the SOP and training qualifications such that a Masters level training (**postgraduate training**) allows for a general psychologist (similar to a GP) and all specialized training occurs at a Post Masters level (**Note: CHE + Board**)
- **Points in red on this slide were added as the meeting progressed and in relation to comments raised**

# MODELS PROPOSED DURING THE MEETING

- These models were proposed during the meeting. Hence there are no further slides describing them
  - **Model 5** – Keep SOP (2008), lose SOP (2011) + competency clauses on Ethical Rules of conduct of practitioners (2006)
  - **Model 6** – Keep SOP categories as is but start training in first or second year
  - **Model 7** – Consider changes to SOP that bring in an exit level possibly 'assistant psychologist' at the Honours level and proceed with a Model 4 (this model was proposed in the final closing comments)
- The notes from this meeting will be made available in due course

# Model 1 – Keep as is with guidelines

- The Board has consistently been informing us that further guidelines, which provide clarity on the scopes of practice for each category, were being developed and would be released.
- This process was overtaken by the Court order and is untenable. The 2011 SOP is already an Annexure and adding further guidelines has the potential of confusing the scopes even more, without resolving the defects.

## **Model 2 – Keep SOP as is but combine documents**

- If the Board wishes to continue with the current SOP, the 2011 Annexure and further guidelines which address current defects, it would be best to promulgate a single document instead of having three different documents.

# Model 3 - Keep the SOP as is but introduce core competences for all psychologists

- Keep the SOP as is but introduce core competences for all psychologists regardless of category (including research and organizational psychologists) and then have specialized skills for each category.
- For this model, it is envisaged that the categories as they are specified in the SOP remain but a single document be promulgated that specifies at the onset what the core competences would be for all psychologists.
- The **International Declaration of Core Competences in Professional Psychology** adopted by IUPsyS in July 2016 may be consulted as a starting point – see [http://c.ymcdn.com/sites/www.asppb.net/resource/resmgr/Guidelines/IPCP - THE DECLARATION Final.pdf](http://c.ymcdn.com/sites/www.asppb.net/resource/resmgr/Guidelines/IPCP_-_THE_DECLARATION_Final.pdf).
- The New Zealand Guidelines on core competencies may also be consulted - see [http://www.psychologistsboard.org.nz/cms\\_show\\_download.php?id=41](http://www.psychologistsboard.org.nz/cms_show_download.php?id=41).

## **Model 4 - Change the SOP and training qualifications**

- Change the SOP and training qualifications such that a Masters level training allows for a general psychologist (similar to a GP) and all specialized training occurs at a Post Masters level.
- The Psychology Board of Australia has a similar model. These documents can be viewed at <http://www.psychologyboard.gov.au/Endorsement/Further-information.aspx>.

# Transverse Registration

- Transverse registration is the term used by the 6<sup>th</sup> Board for those psychologists who wished to register in another category than the one they were currently confined to. Once successful, they were registered in the new category, giving up the old one.
- Whatever the model adopted (or combination of models), it is necessary that the Board consider some form of transverse registration.
- Community service all categories
- If any new model is introduced, how will the existing cohort of psychology professionals and students in the current system be catered for?
- Importantly, we need to reimagine psychology to meet our country's needs.
- Points in red on this slide were added as the meeting progressed and in relation to comments raised

Thank you!