

**Research report**  
February 2017

# **NATIONAL SURVEY OF ALL REGISTERED PSYCHOLOGY PRACTITIONERS**



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# BACKGROUND & METHODOLOGY

This national survey was commissioned by a Task Team of the Psychology Board and conducted by Quantify Research (Pty) Ltd, as independent service provider. Data was collected by means of an online survey, sent to all registered psychology practitioners on the HPCSA database.

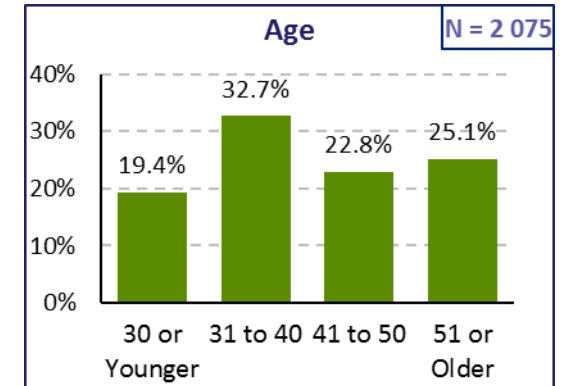
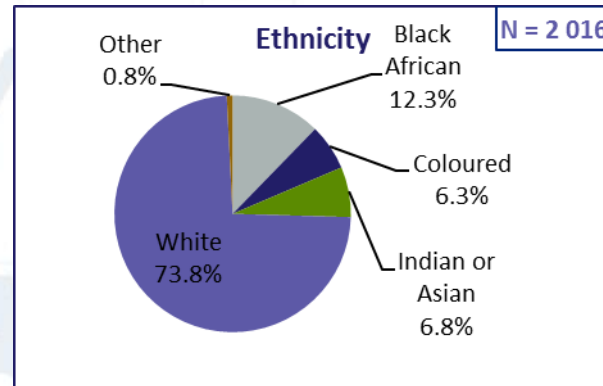
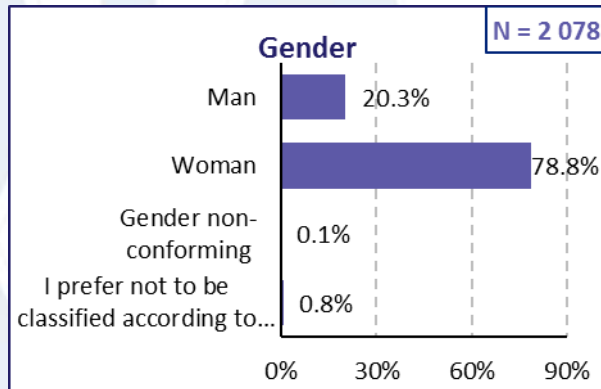
State	N	%	Comment
Database	10,984		Final database size used for the study.
Interacted with Survey	2,645	24.1%	Respondents either "completed" or "initiated" a survey.
Final Data	2,081	18.9%	Final outcome ensuring at least 70% completion of essential* question groups

**\*Essential was defined as:**

Demographic (Age, Gender, Ethnicity)  
Qualification  
Language  
Registration Category  
Main Activity  
Client Groups  
Where Practice is Based  
Client Focus across Ethnic Groups  
Client Focus across Language Groups  
Client Focus across Gender Groups  
Inter-disciplinary Collaboration



# SURVEY PARTICIPANTS - DEMOGRAPHICS



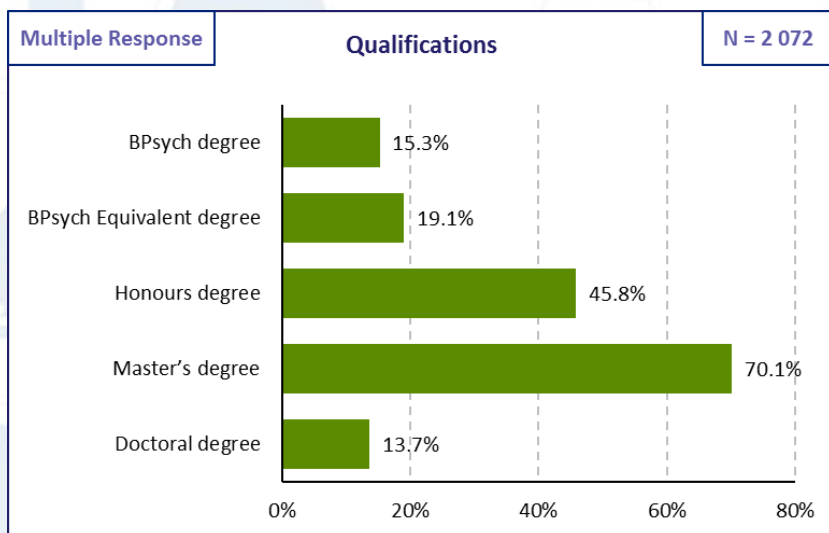
	Afrikaans		English		IsiNdebele		IsiXhosa		IsiZulu		Sepedi		Sesotho		Setswana		Sign Language		SiSwati		Tshivenda		Xitsonga		Other	
Home Language	858	42.3	1,426	70.4	5	0.2	53	2.6	87	4.3	46	2.3	40	2.0	55	2.7	1	0.0	18	0.9	13	0.6	23	1.1	64	3.2
Proficient to Practice	892	44.0	1,383	68.3	19	0.9	68	3.4	122	6.0	79	3.9	94	4.6	86	4.2	7	0.3	20	1.0	13	0.6	20	1.0	44	2.2
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%

Psychology practitioners are mostly: Female, white, English-speaking, and in the age bracket between 31 and 40 years old. The same profile applies to most registration categories, with a few notable differences:

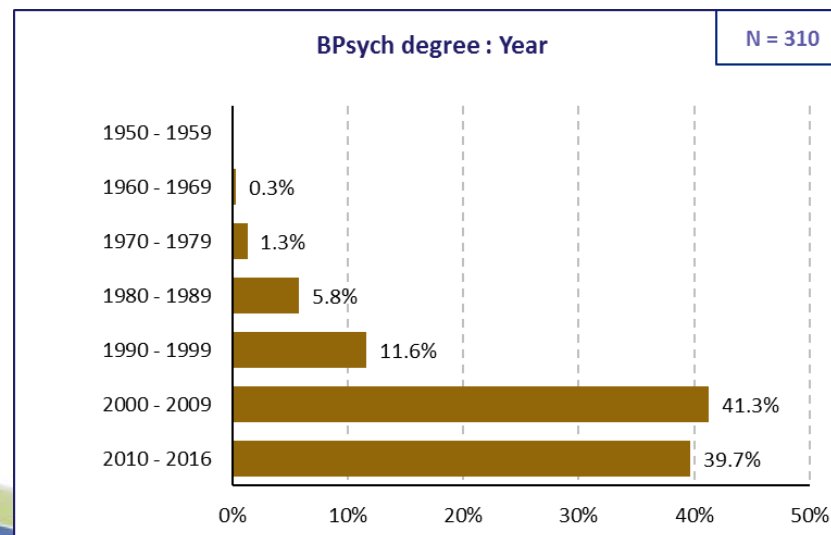
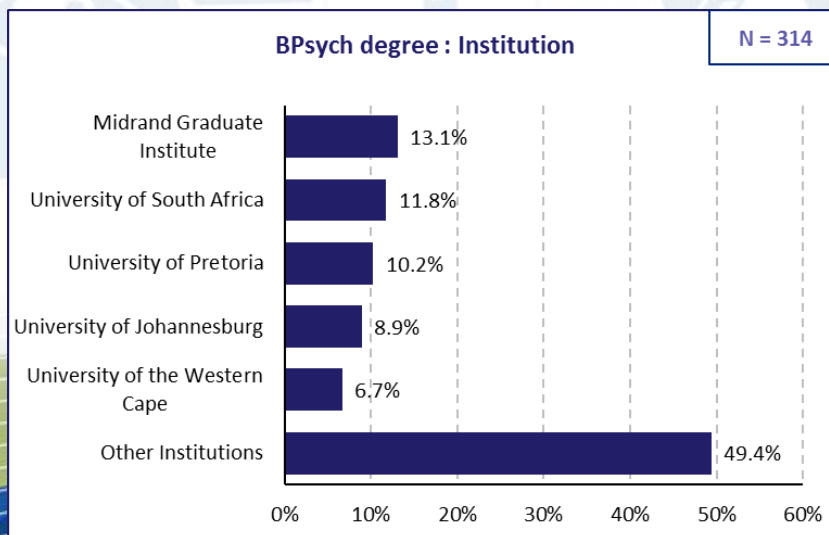
- **Counselling** and **Educational** have older age profiles, a significant proportion is 51 or older.
- **Psychometrists** and **registered counsellors** have the youngest age profile – significant percentages are 30 or younger, and more than 70% younger than 40 years old.
- **Registered counsellors** as category has the strongest representation from Black Africans – at 24.7%, compared to between 5 and 13% in all other registration categories.

# SURVEY RESULTS

# QUALIFICATIONS

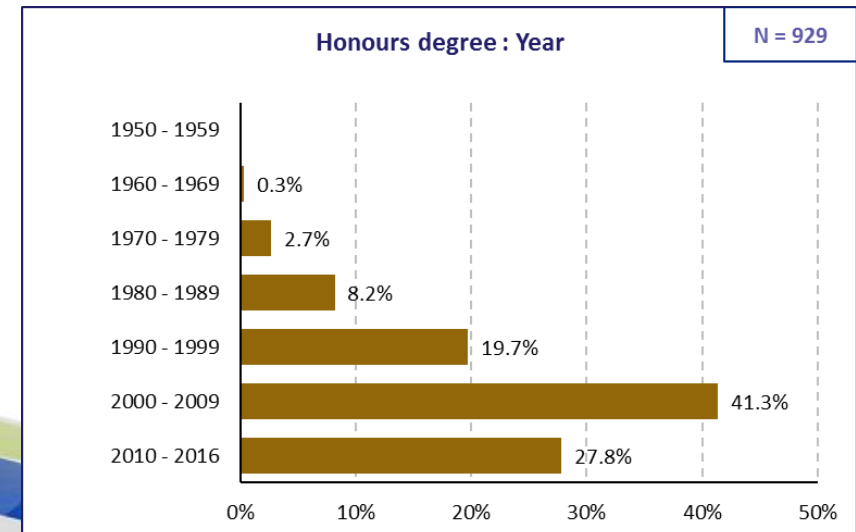
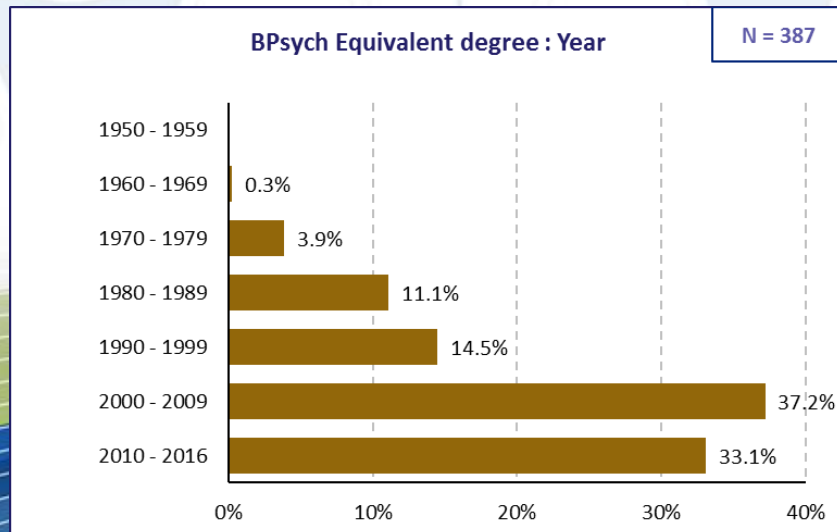
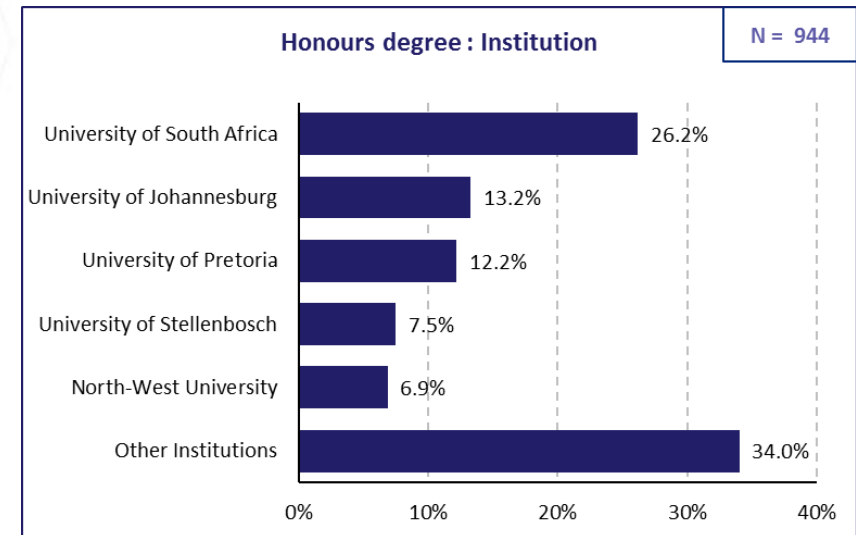
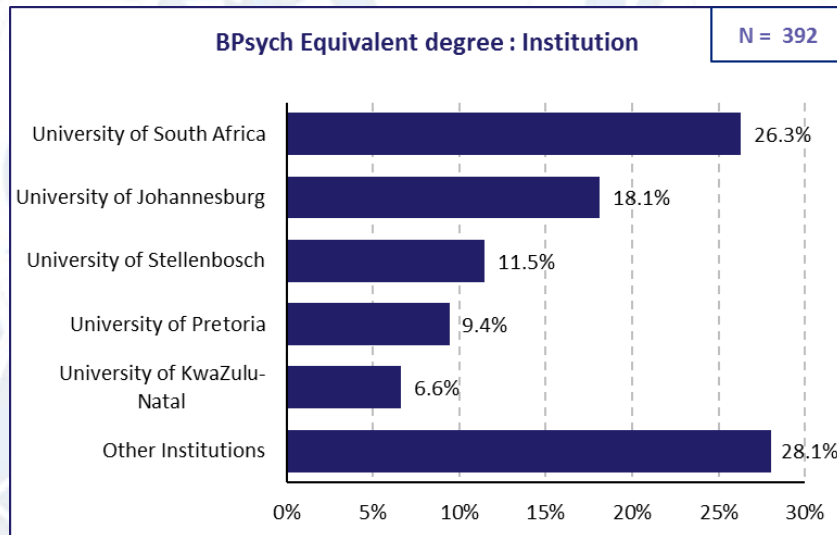


- Most psychology practitioners have a Master's degree obtained in 2000 or thereafter. Most other qualifications were also completed in 2000 or later.
- Of those with Doctoral degrees, 42.6% obtained their degrees during the past six years.
- Between 89 and 92% of **clinical, counselling, educational** and **industrial** psychologists practice with Master's degrees.
- More **research** psychologists have Doctoral degrees than in any other category (29.7% vs. 19.1% max in others).
- Most **psychometrists** and **registered counsellors** have Honours degrees (81.4%/ 53%), only 20.4% and 13.1% have Master's degrees.



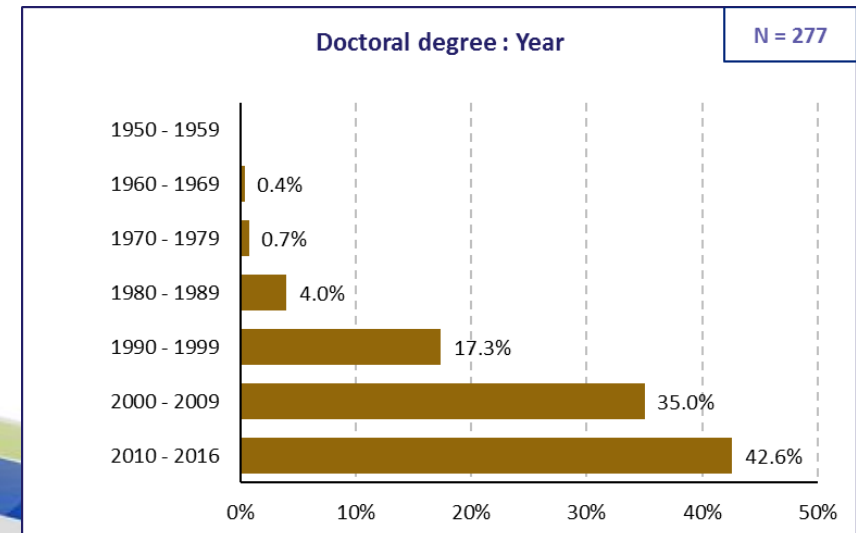
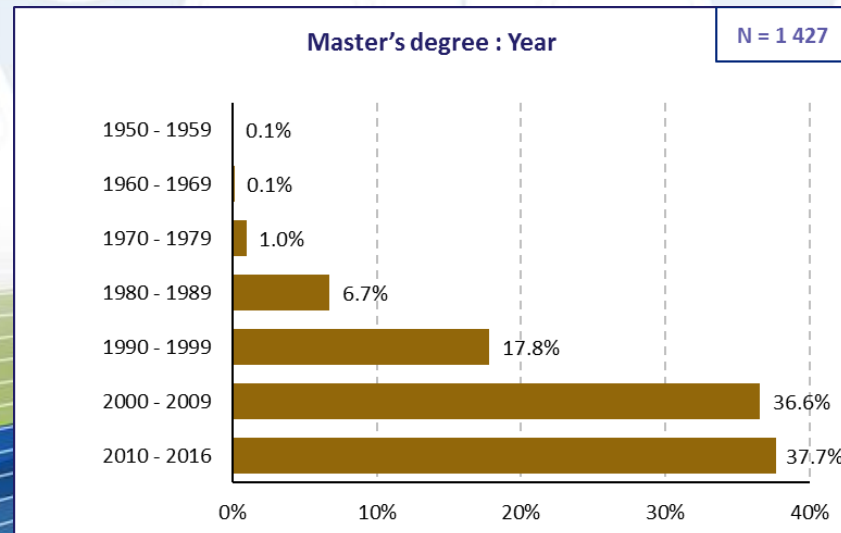
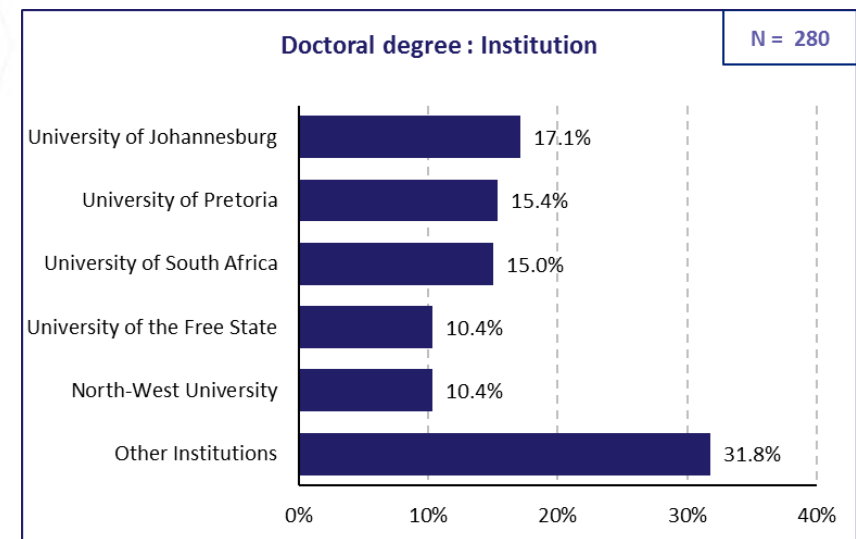
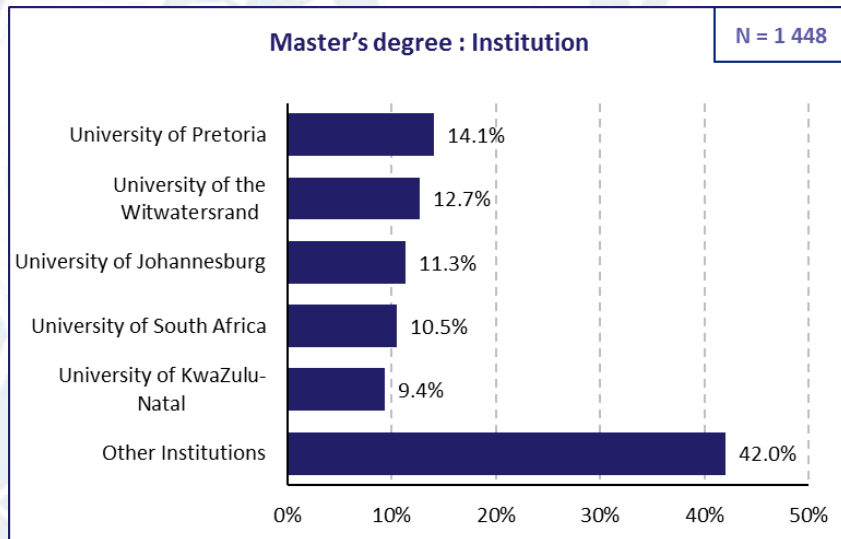
# QUALIFICATIONS

- Most practitioners with Baccalaureus or Honours degrees studied at UNISA or University of Johannesburg, or a compilation of “other institutions”.



# QUALIFICATIONS

- Of those with Masters and Doctoral degrees, the majority studied at University of Pretoria, University of Johannesburg, Wits University or UNISA (or a mix of “other institutions”).



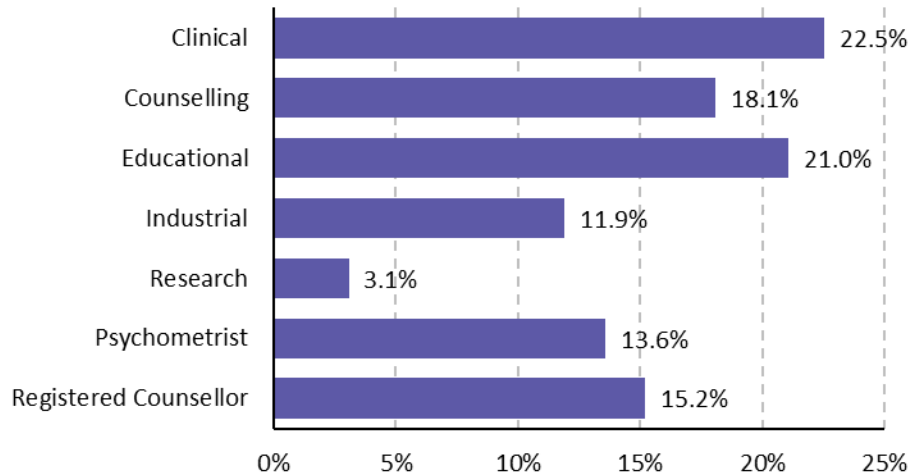


# HPCSA REGISTRATION

## Multiple Response

### Registration Category

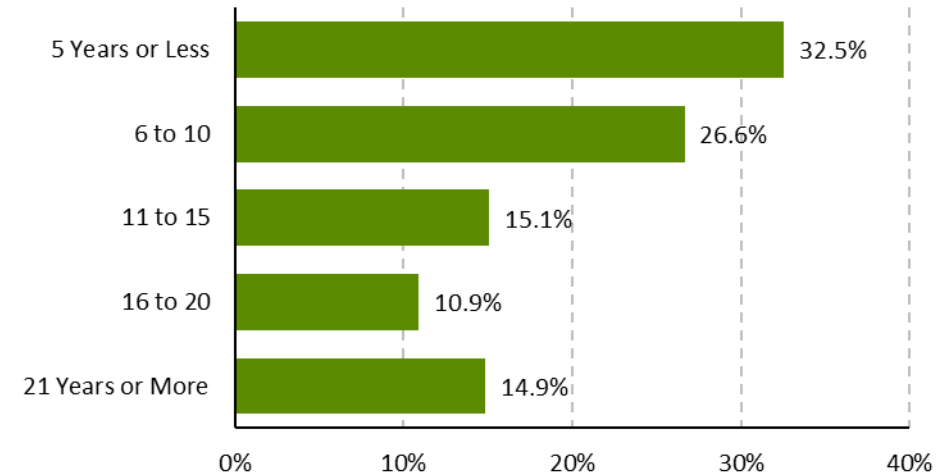
N = 2 072



- Most survey participants are registered as **clinical**, **educational** or **counselling** psychologists.
- While most survey participants have been registered with the HPCSA for 5 years or less, the tenure of the three abovementioned categories were fairly evenly spread over the different intervals.

### Years Registered with HPCSA

N = 2 064



- **Research** represents the smallest registration category, however, 7 – 12% of these individuals are registered in other categories also.
- **Registered counsellors**, **psychometrists** and **industrial** psychologists have joined the HPCSA more recently than other registration categories – most respondents in these three categories have only been registered for 5 years or less, or 6 – 10 years.

# INTER-DISCIPLINARY COLLABORATION

Clinical psychologists	%
Psychiatrists	86.9
Clinical psychologists	86.1
Medical practitioners	73.9
Social workers	67.3
Occupational therapists	57.5

Research psychologists	%
Research psychologists	54.8
Clinical psychologists	43.5
Industrial psychologists	33.9
Counselling psychologists	32.3

Registered counsellors	%
Registered counsellors	63.8
Social workers	60.4
Clinical psychologists	60.1

Educational psychologists	%
Teachers	87.6
Educational psychologists	82
Occupational therapists	81.8
Psychiatrists	81.3
Speech & hearing therapists	78.7

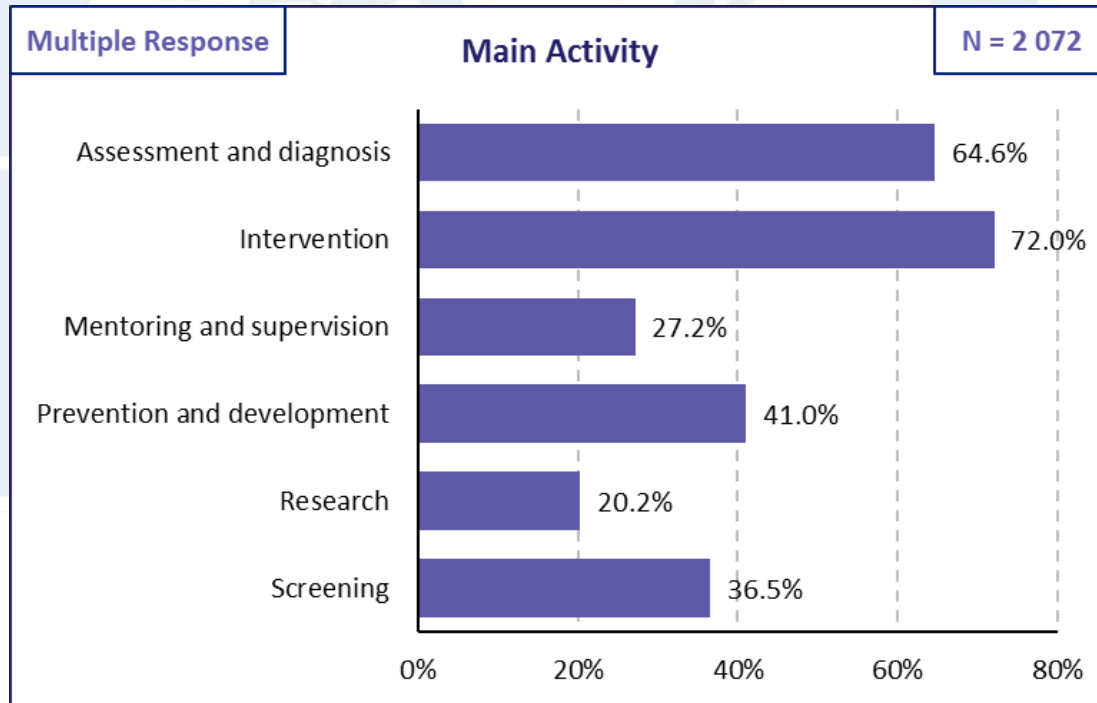
Industrial psychologists	%
HR Practitioners	79.4
Industrial psychologists	77.8
Organisational leadership	66.3
Psychometrists	57.6

Counselling psychologists	%
Clinical psychologists	77.2
Counselling psychologists	74.2
Psychiatrists	73.4
Medical practitioners	71.2

Psychometrists	%
Psychometrists	69.9
Industrial psychologists	52.2
HR Practitioners	48.2

- All categories of practitioners collaborate with their peers in the same or an associated discipline, but research psychologists seem the least inclined to do so.
- Lower percentages of psychometrists and registered counsellors collaborate across disciplines, compared to clinical, educational, counselling and industrial psychologists.

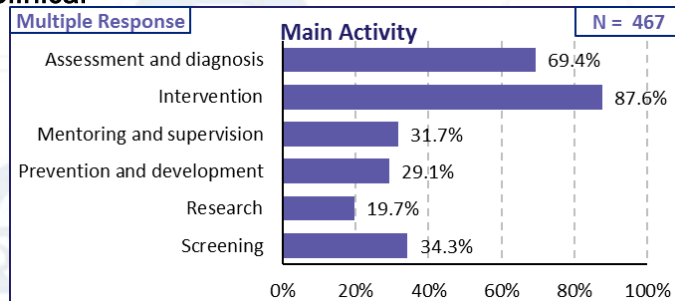
# WORK CONTENT – MAIN ACTIVITIES



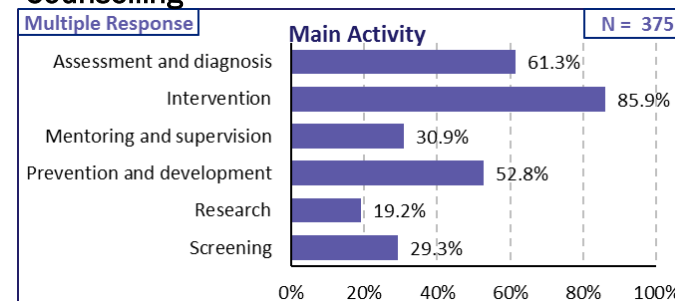
- The main activities performed by most practitioners, regardless of registration category, are **assessment & diagnosis**, and **intervention**.
- These two sets of main activities are performed by the majority of clinical, counselling, industrial and educational psychologists, as illustrated in the graphs on the next page.
- The main activities carried out by the remaining three categories of practitioners, are somewhat different:
  - As could be expected, most research psychologists conduct research as main activity
  - Most psychometrists perform assessment & diagnosis
  - Registered counsellors mostly focus on intervention, screening, and prevention & development.
- Prevention and development is also prominent among educational psychologists and counselling psychologists.
- More practitioners in older age brackets perform mentoring & supervision – 11.3% of 30 year-olds and younger are involved in this activity vs. 32.2% in the 41 to 50, and 35.3% in the 51+ age groups.

# WORK CONTENT – MAIN ACTIVITIES PER CATEGORY

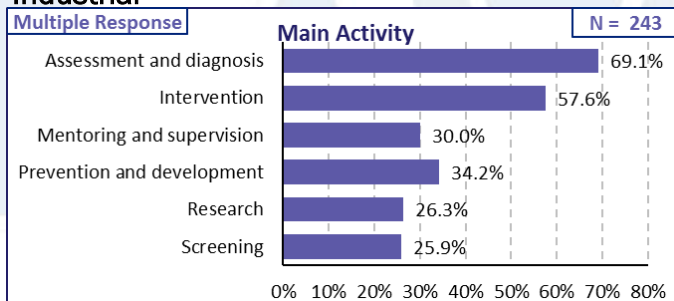
## Clinical



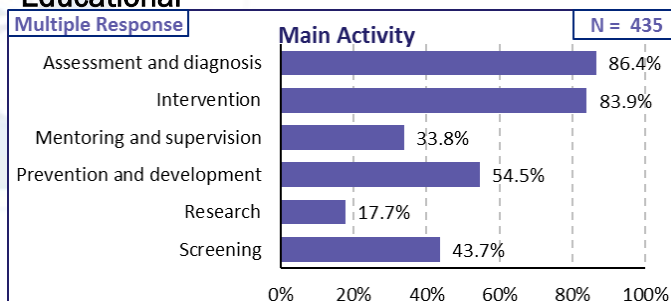
## Counselling



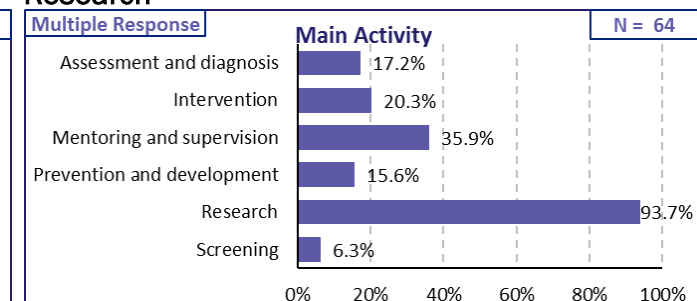
## Industrial



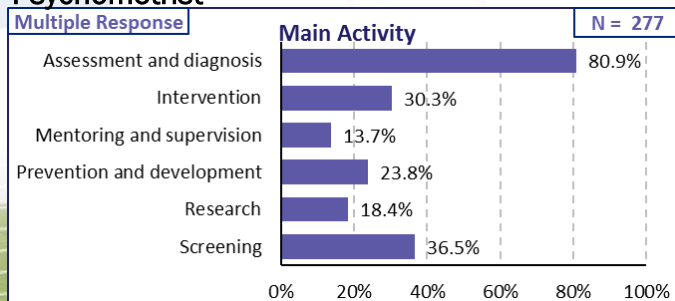
## Educational



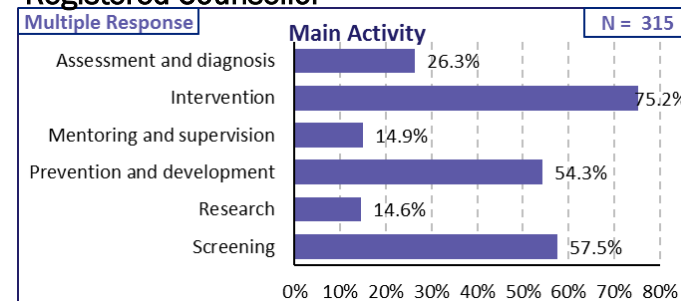
## Research



## Psychometrist



## Registered Counsellor





# WORK CONTENT – SECONDARY ACTIVITIES

## Secondary activities performed by most practitioners

Secondary Activity	Count	%
Emotional assessment	971	72.5%
Cognitive assessment	961	71.8%
Personality assessment	808	60.3%
Career assessment	753	56.2%
Developmental assessment	692	51.7%

## Secondary activities performed most frequently

Secondary Activity – frequency mean score (1 – 5)	
Qualitative assessments: Interviewing	4.93
Mental status evaluation	4.91
Emotional assessment	4.87
Qualitative assessments: Observation	4.75
Learning assessment	4.63

## Secondary activities performed by few practitioners

Secondary Activity	Count	%
Psycho-legal assessment: Parental competence	87	6.5%
Organisation based assessments: Workplace psychopathology	79	5.9%
Forensic assessment: Criminal Capacity	75	5.6%
Forensic assessment: Perpetrators' profiles	60	4.5%
Industrial psycho-legal assessment	56	4.2%

## Secondary activities performed least frequently

Secondary Activity – frequency mean score (1 – 5)	
Psycho-legal assessment: Post traumatic stress / emotional trauma	3.55
Organisation based assessments: Diagnostic interviewing and focus groups	3.48
Psycho-legal assessment: Parental competence	3.44
Psycho-legal assessment: Custody and access	3.43
Forensic assessment: Criminal Capacity	3.38

- Note that there are some similarities, but not a 100% overlap between activities performed by most/least practitioners, vs. activities most/least frequently performed.
- This being said, activities with high frequency are performed by high percentages of practitioners (but not necessarily the *highest*), and vice versa.

# WORK CONTENT – SECONDARY ACTIVITIES

Clinical psychologists	%
Emotional assessment	80.9
Mental status evaluation	76.2
Cognitive assessment	62.7
Personality assessment	59.0
Neuropsychological assessment	43.8

Industrial psychologists	%
Competency based assessments	79.8
Personality assessment	76.8
Career assessment	76.2
Organisation based assessments: Organisational culture/ climate surveys	67.9
Cognitive assessment	65.5

Counselling psychologists	%
Emotional assessment	83.5
Personality assessment	63.5
Cognitive assessment	62.2
Career assessment	58.3
Mental status evaluation	53.0

Psychometrists	%
Career assessment	80.4
Personality assessment	71.4
Cognitive assessment	71.4
Competency based assessments	59.8
Developmental assessment	53.1

Educational psychologists	%
Cognitive assessment	93.4
Emotional assessment	92.3
Learning assessment	89.1
Career assessment	74.7
Developmental assessment	73.1

- The most prominent secondary activities are displayed per registration category –for categories where **assessment & diagnosis** is a main activity for most practitioners.
- Cognitive, personality, emotional and career assessments are conducted by many clinical, counselling, educational and industrial psychologists, as well as psychometrists.

# WORK CONTENT – SECONDARY ACTIVITIES

## Secondary activities performed by most practitioners

Secondary Activity	Count	%
Individual Intervention: Counselling: Grief and bereavement	944	63.3%
Individual Intervention: Counselling: Trauma	943	63.2%
Individual Intervention: Psychotherapy: Short term	859	57.6%
Psychoeducational Intervention	835	56.0%
Referral	813	54.5%

## Secondary activities performed most frequently

Secondary Activity – frequency mean score (1 – 5)	
Individual Intervention: Psychotherapy	5.01
Individual Intervention: Psycho-dynamic	4.77
Individual Intervention: Psychotherapy: Short term	4.62
Psychoeducational Intervention	4.61
Individual Intervention: Cognitive Behavioural Therapy	4.58

## Secondary activities performed by few practitioners

Secondary Activity	Count	%
Group Intervention: Climate groups	103	6.9%
Organisational Intervention: Organisational stakeholder engagement	92	6.2%
Group Intervention: Reality based	73	4.9%
Organisational Intervention: Ergonomics	24	1.6%
Group Intervention: Consumer psychology groups	23	1.5%

## Secondary activities performed least frequently

Secondary Activity – frequency mean score (1 – 5)	
Group Intervention: Climate groups	3.36
Individual Intervention: Counselling: HCT	3.26
Family & Couples Intervention: Sex therapy	3.22
Individual Intervention: Counselling: TOP	2.84
Group Intervention: Consumer psychology groups	2.64

- 72% of survey participants are involved in intervention as a main activity.
- More than 50% are involved in referrals as a form of intervention, but this does not happen very frequently.
- Only 22 respondents are involved in consumer psychology groups as group intervention method – and also at a low frequency.



# WORK CONTENT – SECONDARY ACTIVITIES

Clinical psychologists	%
Individual Intervention: Psychotherapy: Short term	74.3
Individual Intervention: Psychotherapy: Brief	66.5
Individual Intervention: Counselling: Grief and bereavement	64.5
Individual Intervention: Counselling: Trauma	62.8
Individual Intervention: Psychotherapy: Long term	61.9

Industrial psychologists	%
Organisational Intervention: Organisational change	79.3
Organisational Intervention: Organisation development: Training and development	71.4
Group Intervention: Team building	70.7
Organisational Intervention: Organisational consulting	70.0
Organisational Intervention: Organisational design	61.4

Counselling psychologists	%
Individual Intervention: Counselling: Grief and bereavement	80.7
Individual Intervention: Counselling: Trauma	79.5
Individual Intervention: Counselling: Crisis	72.7
Individual Intervention: Psychotherapy: Short term	71.1
Individual Intervention: Counselling: Life skills	68.6

Registered counsellor	%
Individual Intervention: Counselling: Trauma	76.4%
Individual Intervention: Counselling: Life skills	70.5%
Individual Intervention: Counselling: Grief and bereavement	68.8%
Referral	67.5%
Individual Intervention: Counselling: Crisis	62.4%

Educational psychologists	%
Psychoeducational Intervention	84.4
Family & Couples Intervention: Parental guidance	80.3
Individual Intervention: Psychotherapy: Short term	74.0
Individual Intervention: Counselling: Grief and bereavement	72.1
Family & Couples Intervention: Child /parent/ caregiver	71.2

- The most prominent secondary activities are displayed for registration categories where the majority of practitioners engage in **intervention** as a main activity.
- There are some similarities in activities between counselling psychologists and registered counsellors – counselling related to grief & bereavement, trauma and crisis are done by high percentages of both categories. Educational psychologists also do grief and bereavement counselling.
- Short term psychotherapy is offered by both educational and clinical psychologists.



# WORK CONTENT – SECONDARY ACTIVITIES

## Secondary activities performed by most practitioners

Secondary Activity	Count	%
Peer supervision	354	62.9%
Teaching and learning	313	55.6%
Intern psychologists	255	45.3%

## Secondary activities performed by few practitioners

Secondary Activity	Count	%
Student psychologist	166	29.5%
Student registered counsellor	140	24.9%
Supervision of post-graduate dissertations and theses	131	23.3%
Professional supervision	110	19.5%
Student psychometrists	82	14.6%

## Secondary activities performed most frequently

Secondary Activity – frequency mean score (1 – 5)	
Supervision of post-graduate dissertations and theses	4.79
Teaching and learning	4.75
Professional supervision	4.25
Intern psychologists	4.16
Peer supervision	4.13

## Secondary activities performed least frequently

Secondary Activity – frequency mean score (1 – 5)	
Student registered counsellor	3.93
Student psychometrists	3.65

- Only 27.2% of survey participants across all registration categories are involved in mentoring and supervision.
- All three activities carried out by most practitioners, are also performed most frequently.
- A relatively small number of respondents are involved in supervision of post-graduate dissertations and theses, but this activity is performed most frequently under mentoring and supervision as main activity.

## WORK CONTENT – SECONDARY ACTIVITIES

Research psychologists	%
Teaching and learning	78.3
Supervision of post-graduate dissertations and theses	65.2
Intern psychologists	56.5

Educational psychologists	%
Peer supervision	69.4
Intern psychologists	61.2
Teaching and learning	53.1

Industrial psychologists	%
Teaching and learning	56.2
Intern psychologists	50.7

Counselling psychologists	%
Peer supervision	73.3
Teaching and learning	54.3

Clinical psychologists	%
Peer supervision	75

- The most prominent secondary activities are displayed for registration categories where more than 30% of practitioners engage in **mentoring and supervision** as a main activity.
- Teaching and learning as secondary activity features strongly among research, educational, industrial and counselling psychologists.
- Peer supervision, and mentoring and supervision of interns are also common for more than one category of practitioners.

# WORK CONTENT – SECONDARY ACTIVITIES

## Secondary activities performed by most practitioners

Secondary Activity	Count	%
Psycho-education	653	76.9%
Life skills development	617	72.7%
Awareness programmes	452	53.2%

## Secondary activities performed most frequently

Secondary Activity – frequency mean score (1 – 5)	
Psycho-education	4.72
Life skills development	4.19
Preventative programmes: Implement	4.02

## Secondary activities performed by few practitioners

Secondary Activity	Count	%
Capacity building interventions	306	36.0%
Preventative programmes: Implement	280	33.0%
Preventative programmes: Design	275	32.4%
Preventative programmes: Evaluate	214	25.2%
Advocacy campaigns	137	16.1%

## Secondary activities performed least frequently

Secondary Activity – frequency mean score (1 – 5)	
Awareness programmes	3.76
Advocacy campaigns	3.73

- 41% of survey participants engage in prevention and development activities.
- Psycho-education and life skills development are the most prominent secondary activities, both in terms of how many practitioners perform these activities and how frequently they are performed.
- More than 50% of survey participants are involved in awareness programmes – but not that frequently.
- Only a third of respondents implement preventative programmes, but this is one of the three most frequently performed activities as part of prevention and development.

## WORK CONTENT – SECONDARY ACTIVITIES

Registered counsellor	%
Psycho-education	84.8%
Life skills development	83.0%
Awareness programmes	61.4%
Preventative programmes: Implement	40.4%

Educational psychologists	%
Psycho-education	92.0%
Life skills development	78.5%
Awareness programmes	56.5%

Counselling psychologists	%
Psycho-education	82.8%
Life skills development	75.8%

- The most prominent secondary activities are displayed for registration categories where a significant percentage of practitioners engage in **prevention and development** as a main activity.
- Psycho-education is performed by more than 80% of registered counsellors, educational and counselling psychologists.
- Life skills development is also a prominent secondary activity for these categories of practitioners.



# WORK CONTENT – SECONDARY ACTIVITIES

## Secondary activities performed by most practitioners

Secondary Activity	Count	%
Psychological screening	624	82.5%

## Secondary activities performed most frequently

Secondary Activity – frequency mean score (1 – 5)	
Psychological screening	4.54

## Secondary activities performed by few practitioners

Secondary Activity	Count	%
Primary mental health screening	283	37.4%

## Secondary activities performed least frequently

Secondary Activity – frequency mean score (1 – 5)	
Primary mental health screening	4.30

- A total of 36.5% of survey participants perform screening as a main activity.
- The survey only tested two secondary activities for screening – psychological screening, and primary mental health screening.
- Psychological screening is the activity which most practitioners carry out (82.5%), and at a fairly regular frequency.
- A significantly lower percentage perform primary mental health screening – 37.4%, slightly less regular than psychological screening.

## WORK CONTENT – SECONDARY ACTIVITIES

Registered counsellor	%
Psychological screening	57.5
Primary mental health screening	63.5

Psychometrist	%
Psychological screening	75.2
Primary mental health screening	16.8

Educational psychologist	%
Psychological screening	93.7
Primary mental health screening	30.0

Clinical psychologist	%
Psychological screening	96.9
Primary mental health screening	43.1

- The most prominent secondary activities are displayed for registration categories where more than 30% of practitioners engage in **screening** as a main activity.
- The majority of registered counsellors perform primary mental health screening, while most of the psychometrists, educational and clinical psychologists who engage in screening, conduct psychological screening.
- Only 34% of clinical psychologists are involved in screening – of these, 96.9% conduct psychological screening.
- Likewise, 43% of educational psychologists are involved in screening, and 93.7% of them, perform psychological screening.

# WORK CONTENT – SECONDARY ACTIVITIES

## Secondary activities performed by most practitioners

Secondary Activity	Count	%
Conducting	340	81.1%
Reporting on	257	61.3%
Designing	236	56.3%
Managing	215	51.3%

## Secondary activities performed by few practitioners

Secondary Activity	Count	%
Special interest	170	40.6%
Supervising research in psychology	145	34.6%
Test development	73	17.4%

## Secondary activities performed most frequently

Secondary Activity – frequency mean score (1 – 5)	
Supervising research in psychology	4.62
Managing	4.60
Reporting on	4.59
Special interest	4.52
Conducting	4.40
Designing	4.38

## Secondary activities performed least frequently

Secondary Activity – frequency mean score (1 – 5)	
Test development	3.79

- Only 20.2% of survey participants are involved in research as a main activity.
- All the prominent research activities (conducting, reporting, designing, managing), are also performed frequently.
- Special interest research and supervision of psychology research are performed by low numbers of practitioners, yet these activities are carried out fairly regularly.
- Test development is only done by 17.4% of those practitioners involved in research, and this activity is performed least frequently of all the research activities.

## WORK CONTENT – SECONDARY ACTIVITIES

Research psychologist	%
Conducting	93.3
Reporting on	83.3
Designing	83.3
Managing	78.3

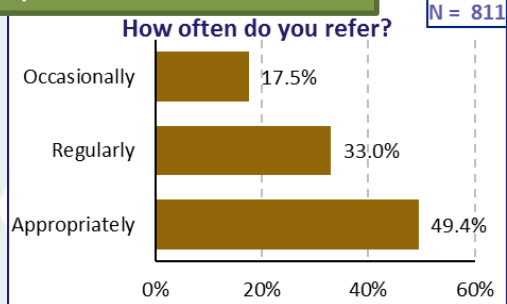
Industrial psychologist	%
Conducting	85.9
Reporting on	62.5
Designing	57.8
Managing	51.6

- Only the research and industrial psychologists categories have more than 20% practitioners who engage in **research** as a main activity.
- The secondary activities for most of the research and industrial psychologists are the same, but with lower percentages for industrial psychologists.
- Test development, the activity performed by the lowest number of practitioners involved in research, is conducted by 35% of research psychologists and 18.8% of industrial psychologists.

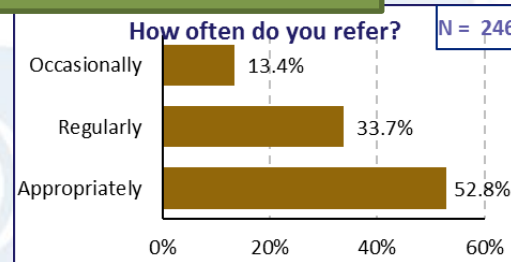


# WORK CONTENT – REFERRALS

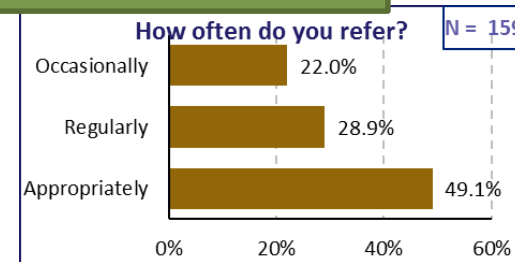
## Split of 54.5% who refer



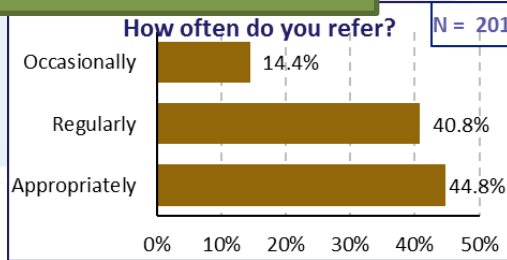
## Educational



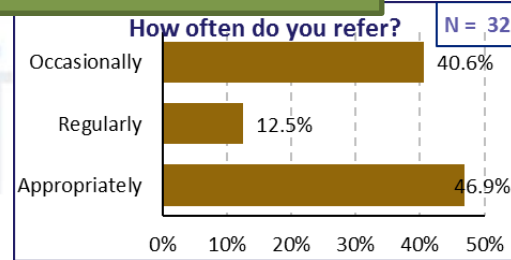
## Registered counsellors



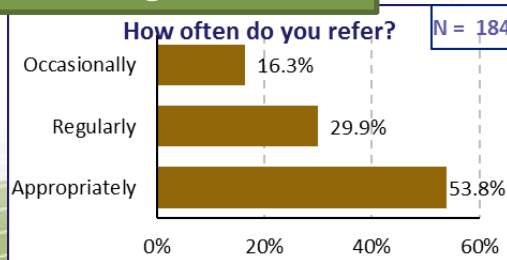
## Clinical



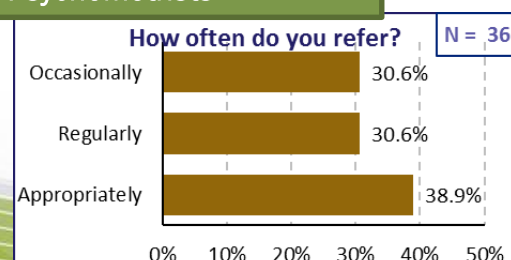
## Industrial



## Counselling



## Psychometrists



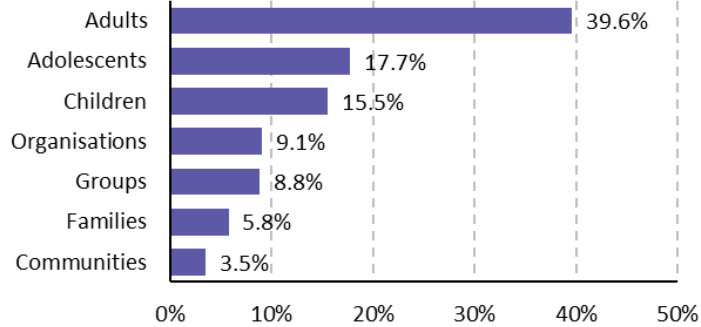
- Of survey participants involved in **intervention** as main activity – 54.5% indicated to be doing referrals (see top left-hand graph and earlier in the report).
- Referral is one of the most prominent secondary activities for registered counsellors who perform **intervention** – 67.5% do referrals (as indicated earlier in the report).
- Most categories of practitioners claim to refer appropriately.
- Regardless of which main activity is performed, clinical psychologists refer most often – 40.8% do so regularly.

# WORK CONTEXT – CLIENT GROUPS

- All practitioner categories spend most of their time by far, on adults.
- Adolescents is the 2<sup>nd</sup> most serviced client group for all but three practitioner categories.
- Research and industrial psychologists, with psychometrists, concentrate on organisations as a 2<sup>nd</sup> client focus.

Percentage Time Spent on Client Groups

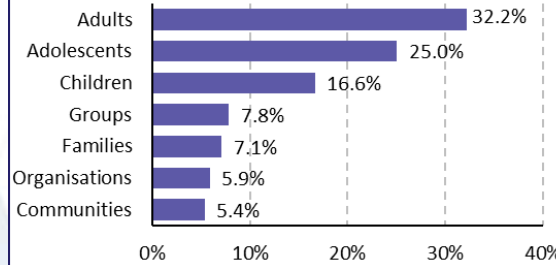
N = 2 056



Registered counsellors

Percentage Time Spent on Client Groups

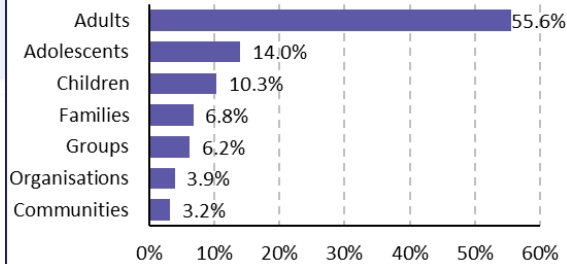
N = 306



Clinical

Percentage Time Spent on Client Groups

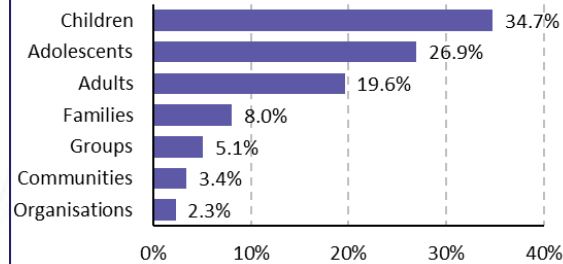
N = 462



Educational

Percentage Time Spent on Client Groups

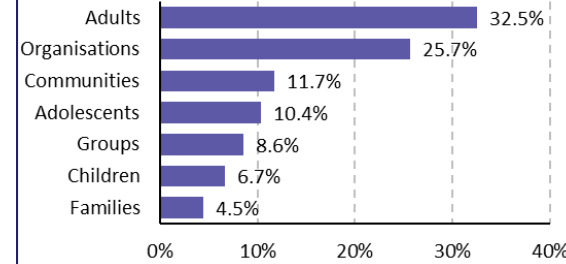
N = 434



Research

Percentage Time Spent on Client Groups

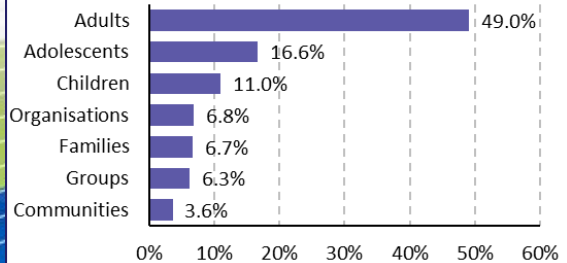
N = 61



Counselling

Percentage Time Spent on Client Groups

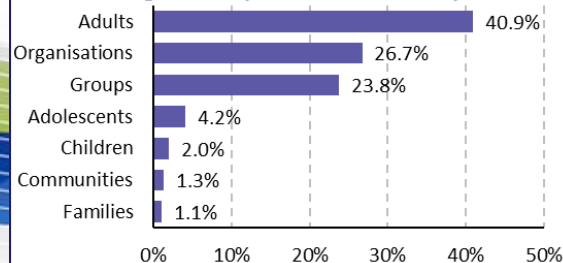
N = 369



Industrial

Percentage Time Spent on Client Groups

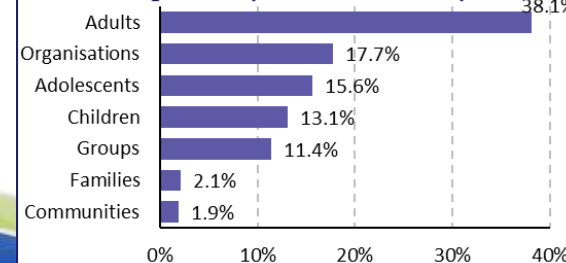
N = 246



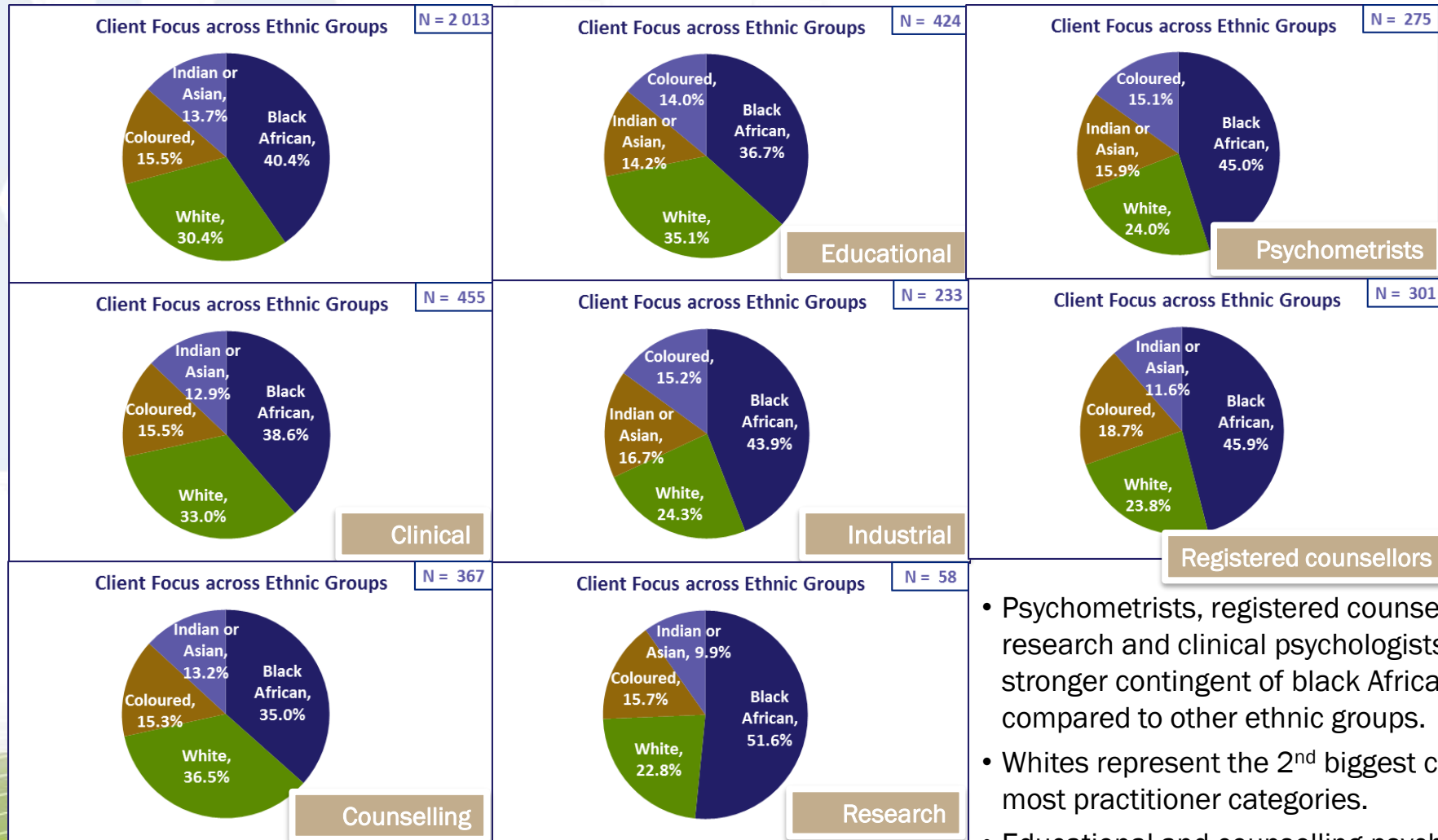
Psychometrists

Percentage Time Spent on Client Groups

N = 280



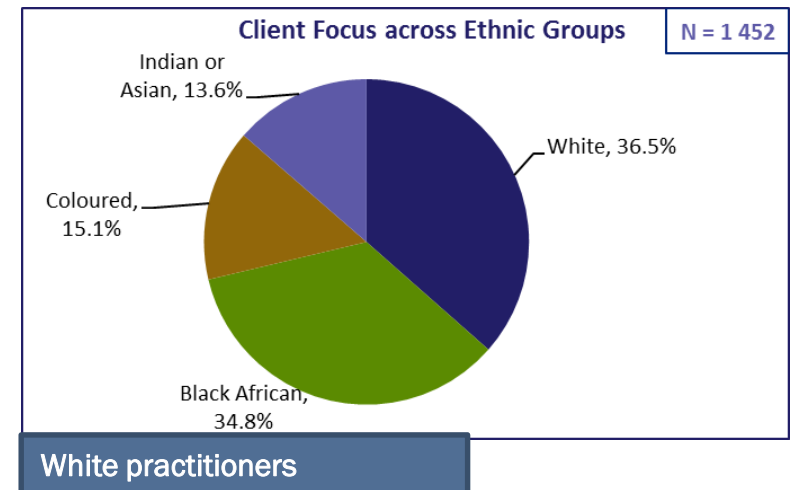
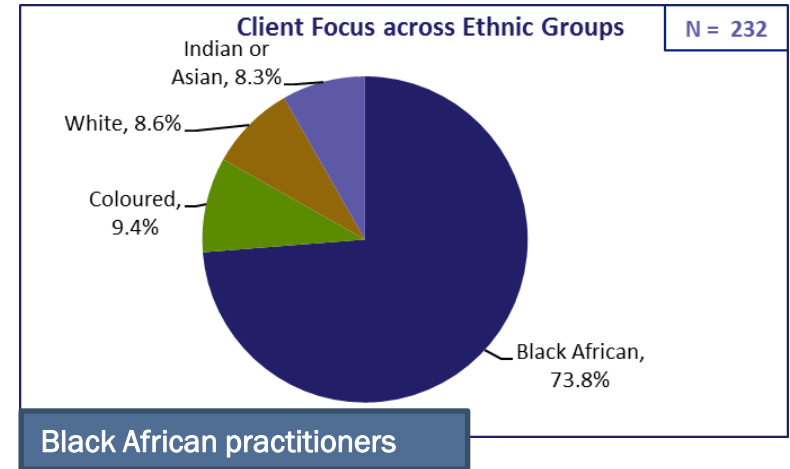
# WORK CONTEXT – CLIENT DEMOGRAPHICS



- Psychometrists, registered counsellors, industrial, research and clinical psychologists have a stronger contingent of black African clients, compared to other ethnic groups.
- Whites represent the 2<sup>nd</sup> biggest client group for most practitioner categories.
- Educational and counselling psychologists have a more or less equal-sized client base of whites and black Africans.

# WORK CONTEXT – CLIENT DEMOGRAPHICS

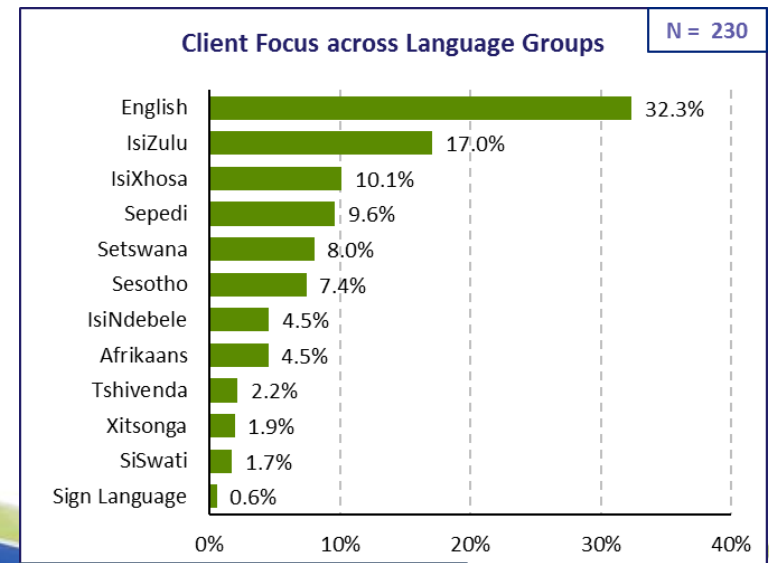
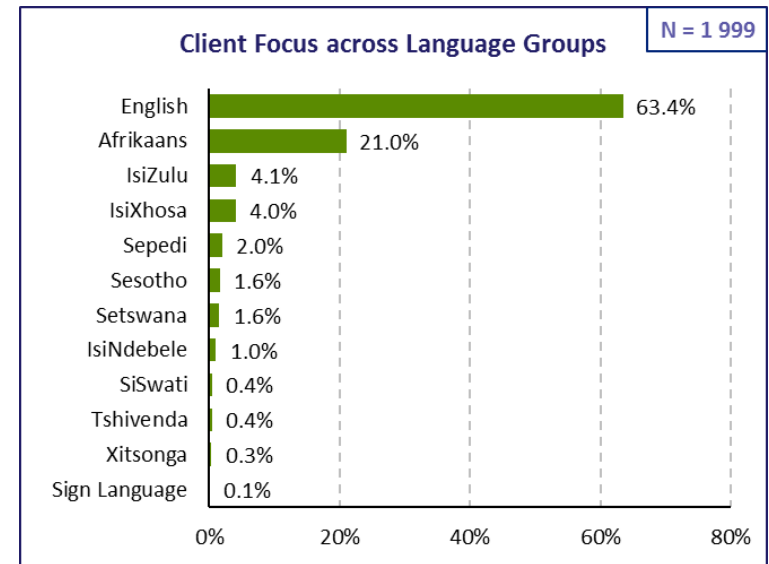
- When **practitioners' ethnicity** is used as filter, a totally different client picture emerges:
  - Black African practitioners have a client base of 74% black Africans, and only 8 or 9% of each of the other ethnic groups
  - White practitioners' client base is 37% white and 35% black African
  - Coloured practitioners have 37% coloured clients, 36% black African, 17% white and 10% Indian/Asian
  - Indian or Asian practitioners have 46% black African clients, 25% Indian or Asian, 17% white and 11% coloured
- It is clear that client ethnicity is still strongly linked to the ethnic groups to which practitioners belong.
- In terms of **client gender**, most are female – 54%, vs. 46% male.
- Psychometrists, industrial and educational psychologists have an almost 50:50 split between male and female clients.
- Registered counsellors, clinical, counselling, and research psychologists serve more female than male clients – in a ratio of about 57:43.





# WORK CONTEXT – CLIENT DEMOGRAPHICS

- Practitioners specified English as the **language focus** for most of their clients – an indication that most consultations take place in English (approximately 60%), with Afrikaans 2<sup>nd</sup> at around 20%.
- This pattern holds for all practitioner categories, with industrial psychologists having the strongest focus on client interaction in English, at 72%.
- Once again, this picture looks different when practitioner's ethnicity is used as filter:
  - Black African practitioners have a much stronger focus on black languages than other practitioners, and understandably so, being able to offer consultations in languages that other practitioners can't.
  - White practitioners' language focus closely represents that of the overall survey results.

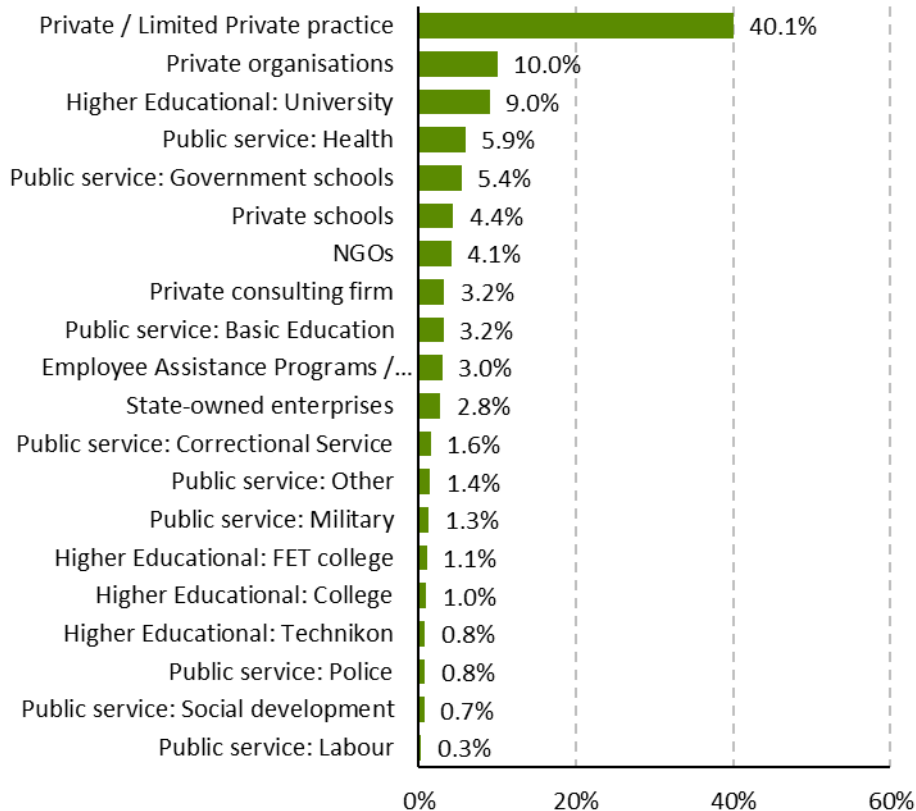


Black African practitioners

# WORK CONTEXT – TIME DISTRIBUTION

Time Divided Across Working Contexts

N = 1 984



- Practitioners spend most of their time – 40% - in private or limited private practice.
- They spend 10% of their time at private organisations and 9% at higher education institutions.
- Other working contexts do not get much attention in terms of time spent by the full group of survey participants, but the situation looks different for the seven practitioner categories, individually – as indicated in the tables on the next page.
- Private or limited private practice, as well as other private working contexts are prominent across all practitioner categories.
- Practitioners also spend a fair amount of time at higher and basic education institutions, state-owned enterprises and NGOs.

# WORK CONTEXT – TIME DISTRIBUTION

Clinical psychologists	%
Private / Limited private practice	48.9
Public service: Health	19.4
Higher education: University	9.0
Public service: Correctional service	3.5

Counselling psychologists	%
Private / Limited private practice	53.6
Higher education: University	13.5
Private organisations	5.7
Employee assistance programmes	5.1
NGOs	5.0

Educational psychologists	%
Private / Limited private practice	50.4
Public service: Government schools	13.1
Private schools	12.6
Higher education: University	8.7
Public service: Basic education	5.2

Industrial psychologists	%
Private organisations	34.7
Private / Limited private practice	19.3
Private consulting firm	12.0
State-owned enterprises	10.8
Higher education: University	9.0

Research psychologists	%
Higher education: University	31.7
Private / Limited private practice	13.8
Private consulting firm	11.8
Private organisations	10.4
NGOs	6.5

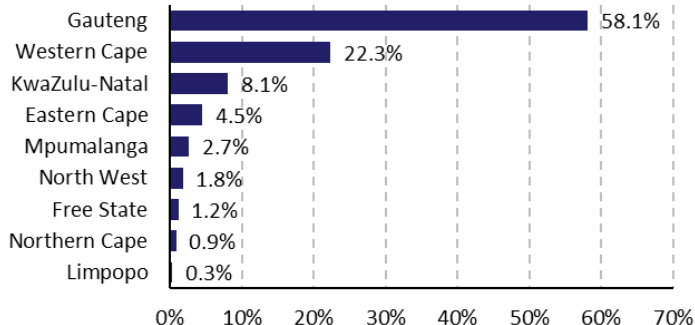
Registered counsellor	%
Private / Limited private practice	27.6
NGOs	11.1
Public service: Government schools	8.2
Public service: Basic education	7.5
Employee assistance programmes	6.6

Psychometrists	%
Private organisations	26.1
Private / Limited private practice	26.0
State-owned enterprises	8.6
Private consulting firm	7.1

# WORK CONTEXT – GEOGRAPHICAL VIEW

**Private organisations: Province**

N = 332

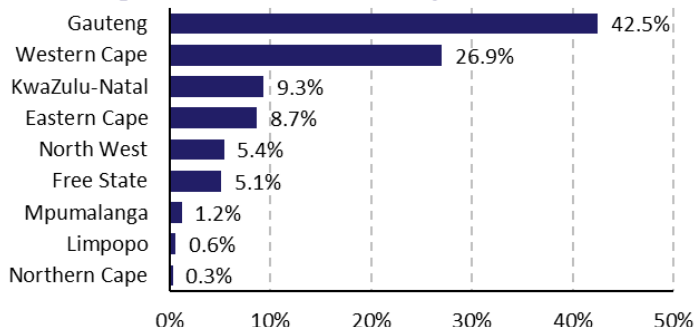


- A geographical view on practitioners working in different contexts illustrates a consistently skewed picture in favour of Gauteng and the Western Cape.

- There is also a reasonable percentage of practitioners operating in KwaZulu-Natal and the Eastern Cape – at least insofar as the most prominent work contexts are concerned.

**Higher Educational: University: Province**

N = 334

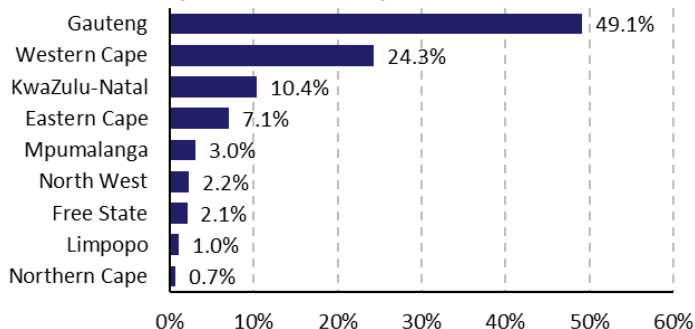


- The strong concentration of practitioners in Gauteng is to be expected, as the province with the biggest population.

- However, the distribution of practitioners in other provinces does not correlate with population size – e.g. Limpopo has more or less the same population size as the Western Cape (10.4m vs. 11.3m).

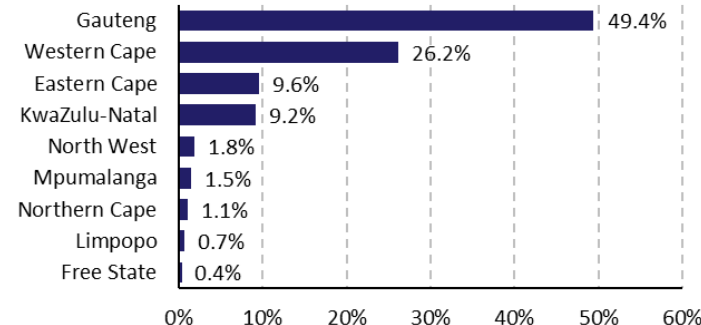
**Private / Limited Private practice: Province**

N = 1 246



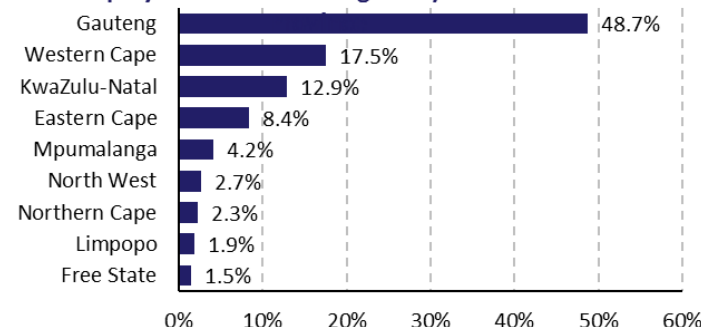
**NGOs: Province**

N = 271



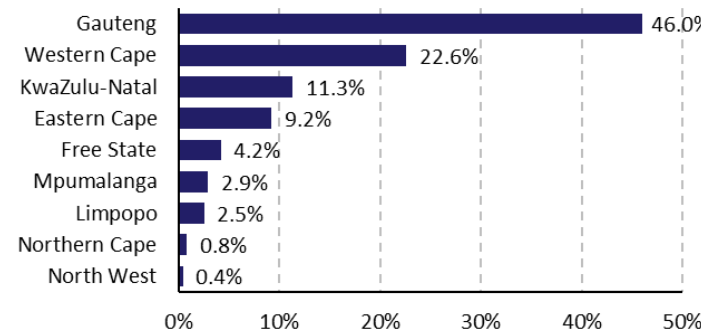
**Employee Assistance Programs / Wellness:**

N = 263



**Public service: Government schools: Province**

N = 239





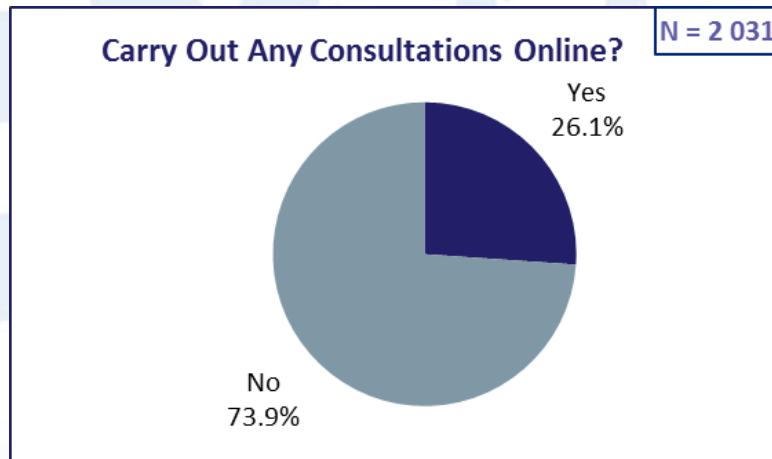
# WORK CONTEXT – INCOME STREAMS

Source Of Income	Medical Aid	Cash	Salaried	N
Private / Limited Private practice	69.6%	70.0%	7.6%	1,204
Private schools	39.9%	42.8%	34.6%	208
Public service: Correctional Service	30.0%	12.0%	62.0%	50
Public service: Basic Education	23.8%	35.6%	50.5%	101
Public service: Government schools	33.0%	36.5%	48.7%	197
Public service: Health	27.6%	10.3%	66.9%	145
Public service: Labour	33.3%	20.0%	60.0%	15
Public service: Military	32.3%	6.5%	74.2%	31
Public service: Police	42.3%	15.4%	50.0%	26
Public service: Social development	6.3%	43.8%	50.0%	32
Public service: Other	18.5%	48.1%	40.7%	54
NGOs	3.9%	47.2%	51.1%	178
Higher Educational: College	9.3%	31.5%	66.7%	54
Higher Educational: FET college	14.7%	38.2%	50.0%	34
Higher Educational: University	11.2%	15.8%	79.3%	304
Higher Educational: Technikon	25.0%	6.3%	68.8%	16
Private consulting firm	17.9%	56.6%	40.0%	145
State-owned enterprises	7.8%	37.7%	58.4%	77
Private organisations	14.2%	47.5%	46.5%	318
Employee Assistance Programs / Wellness	16.6%	59.9%	26.7%	247

- Medical aids as income stream are most relevant for practitioners in private or limited private practice, and secondly for those who work in the public service with Police.
- Cash income is mostly generated via private or limited private practice, employee assistance programmes and private consulting firms as work contexts.
- The majority of salaried practitioners work in higher education, the public sector (e.g. military, health, correctional service) or at state-owned enterprises.

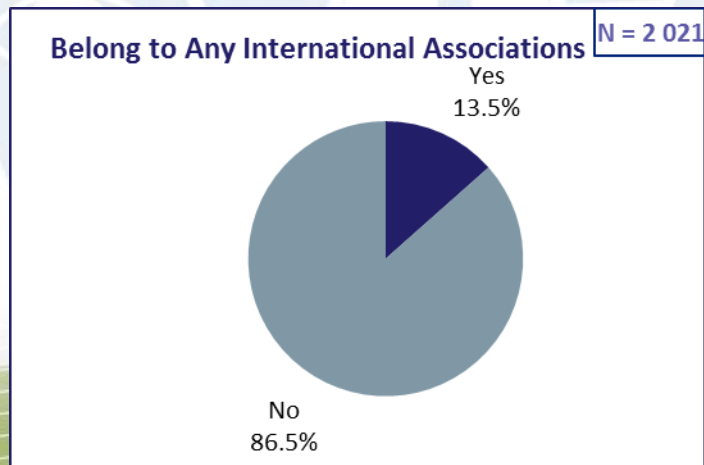
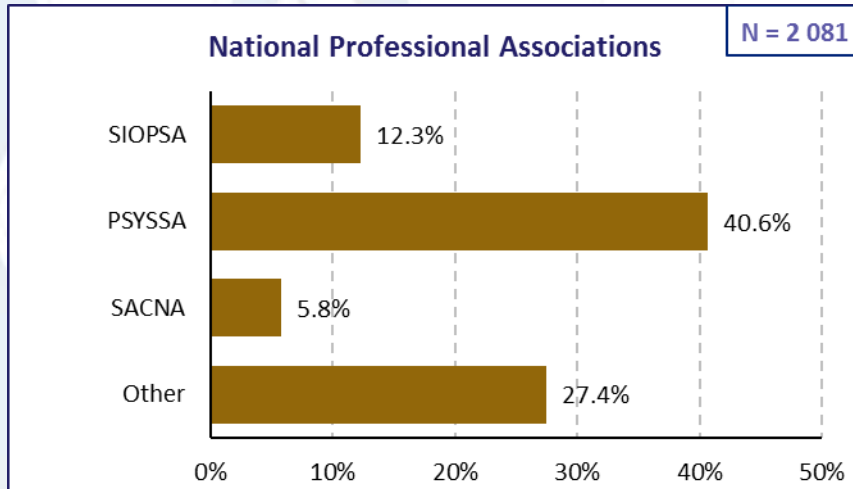
# WORK CONTEXT – ONLINE CONSULTATIONS

- Just more than a quarter of practitioners admitted to carrying out online consultations.
- Research psychologists and clinical psychologists seem most likely to engage in online consultations, while registered counsellors and educational psychologists represent the least likely practitioner groups to do so.



Category	% Conducting online consultations
Clinical psychologists	31.3
Counselling psychologists	29.8
Educational psychologists	20.8
Industrial psychologists	29.8
Research psychologists	35.5
Psychometrists	24.2
Registered counsellors	15.9

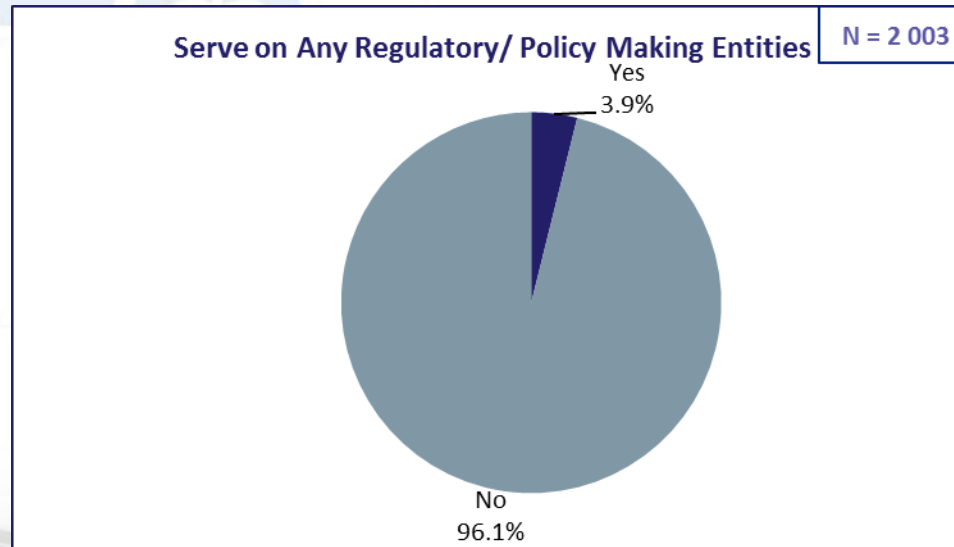
# WORK CONTEXT – PROFESSIONAL AFFILIATIONS



- PSYSSA is the national association that most practitioners belong to, as home to all registration categories.
- Less practitioners belong to SIOPSA and SACNA as more specialised professional bodies, targeting specific registration categories of practitioners.
- International associations are not a priority for practitioners, it seems – roughly speaking, between 13 and 18% of different categories belong to such associations.
- Significantly more research psychologists belong to international associations (27%), due to these practitioners' involvement in higher education institutions where international research collaboration is encouraged.
- Psychometrists and registered counsellors have the lowest interest in international associations – only 7% of psychometrists, and 6% of registered counsellors belong to such associations.

# WORK CONTEXT – POLICY-MAKING

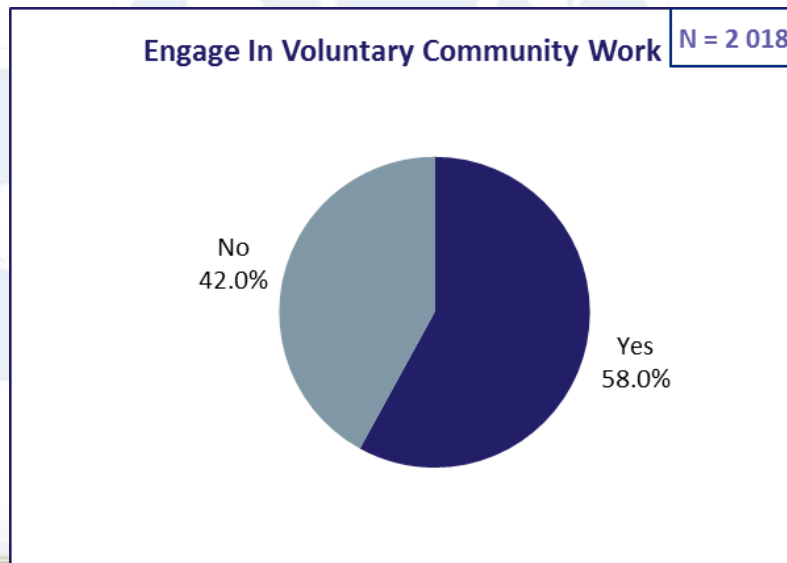
- Very few practitioners, only 3.9%, serve on regulatory or policy-making entities in South Africa.
- Between 2 and 4% of the different practitioner categories serve on such bodies, with research psychologists as the exception – 6% of them are involved in regulatory or policy-making bodies.
- Once again, this may be as a result of research psychologists' typically working in a higher education context, where involvement in such bodies is encouraged as part of academic job descriptions.





# WORK CONTEXT – COMMUNITY WORK

- Close to 60% of survey participants indicated involvement in voluntary community work.
- Substantial percentages of all seven practitioner categories engage in voluntary community work – educational psychologists represent the most active group, followed by counselling psychologists and registered counsellors.



Category	% Involved in voluntary community work
Clinical psychologists	51.2
Counselling psychologists	65.8
Educational psychologists	70.2
Industrial psychologists	49.0
Research psychologists	46.0
Psychometrists	46.6
Registered counsellors	62.2

# CLOSING REMARKS

# CLOSING REMARKS

- This report contains a concise reflection of the findings from the national survey of all registered psychology practitioners, conducted during the second half of 2016.
- Differences between the work content and context of practitioner categories form bulk of the discussion in the report, but there are obviously also other angles to explore in the data.
- For this purpose, an interactive reporting tool has been developed in Excel and shared with the Psychology Board. The tool enables easy and detailed filtering of the data by selecting specific filtering variables.
- The complete raw dataset is also available for further analyses.