

## **Background to IPPP Competency units**

This Training and Evaluation Package has been developed to address the postgraduate performance competencies required by registered psychologists in private practice in Australia. Extensive consultation with members and other organizations has occurred during the development to ensure that the Training Package is relevant and applicable to the widest range of practice.

This Competency Evaluation Package has been developed by the Institute of Private Practising Psychologists to cover work in all modalities of the clinical practice of psychology within private practice. Members wishing to attain the Membership Category of “Fellow” will need to successfully complete this package and demonstrate ongoing adherence to these requirements.

### **What are competency standards?**

The philosophy behind the development of competency standards in Australia is that the professionals and industry develop and own these standards. The competency standards are an explicit public statement of what the profession does, something that has not been generally available publicly. It represents a clear statement of what is considered to be important in competent performance in private clinical practice of psychology. The professional competency standards must allow for the diversity that is proper to the practice of the profession.

### **Why have competency standards and evaluation?**

Government authorities and Insurers (third party payers) increasingly expect practitioners to demonstrate appropriate competencies in their area of practice. (eg: SA Health Complainants Bill, SA Workcover Act, Federal Privacy Legislation, Supreme Court Rules). The number of complaints about professional practice is rising sharply and third party payers expect “best practice” standards in the delivery of professional services. Training and clinical skills while important are only a part of what constitutes the “business” of psychologists in private practice. The IPPP believes that the adoption of these competencies will set appropriate standards within the private practice profession that protect the public and comply with relevant legislative requirements, while maintaining the flexibility and diversity of practice.

### **Private Practice Competencies:**

In 1999 the IPPP undertook to develop competency standards on behalf of the National Private Practising Organizations (Psychology Private). The development of Draft Competencies involved wide consultation with private practitioners and relevant organizations. The Draft Competencies were adopted by the IPPP as a part of constitutional amendments in August 2001. The IPPP agreed to create a new membership grade of “Fellow”. A Fellow of the IPPP must successfully complete the Competencies Evaluation Process. (IPPP GM August 2001)

## IPPP Guidebook to Competencies

The IPPP General Meeting in August 2001 authorised the **IPPP Competency Assessment Committee** to prepare a final **Competency Evaluation Document** and recommend an appropriate **Competency Evaluation Process**.

### **(1) IPPP Competency Assessment Committee**

**Current Members:** Radek Stratil (Coordinator), Garry Childs (Academic Liaison), Joseph Hinora, Lena Lebedev, Narelle McKenzie, Paul Cummins

**Past members, External reviewers advisors:** John Said, Kym Harris, Nicola Kaesler, Janet Stephenson, Donna Riseley, Robert Tomlian, Ed Zahra, Deb Lawton, Ross Colquhoun (NSW-ACPC)

### **(2) Competency Evaluation Document:**

Twelve core competency areas with key assessment indicators have been recommended.

**Core competencies are as follows:**

- 1. Establishment and Maintenance of Professional and Business Networks***
- 2. Managing Delivery of Quality Professional Service***
- 3. Management of Financial Resources and Obligations***
- 4. Client Assessment***
- 5. Treatment & intervention***
- 6. Reporting***
- 7. Record Keeping***
- 8. Legal requirements and Ethical Considerations***
- 9. Psychologist's Personal Functioning***
- 10. Professional Performance, Continuing Education***
- 11. Supervision and Mentoring***
- 12. Training***

**For details see IPPP Competencies Document ( see IPPP Core Competencies: Assessment Indicators)**

### **(3) Competency Evaluation Process.**

This will involve

- (a) Initial Assessment Process
- (b) Ongoing and periodic evaluation Process