

PSYCHOLOGY CAREER FRAMEWORK

Te Whatu Ora

FOR TE WHATU ORA, PSYCHOLOGIST

**EMPLOYED BY; CAPITAL, COAST, HUTT VALLEY &
WAIRARAPA, TE MATAU A MĀUI HAWKE'S BAY, TE PAE
HAUORA O RUAHINE O TARARUA MIDCENTRAL, AND
WHANGANUI DISTRICTS**

October 2022

Psychology Career Framework

What is the Psychology career framework?

The Psychology Career Framework;

- supports the growth and development of the psychology workforce through a career pathway,
- ensures psychologist skill and knowledge meets current and future health care needs of our population,
- supports a consistent and transparent approach to career progression,
- aligns with the APEX Psychology MECA and the PSA Allied, Public Health & Technical MECA,
- is a living framework that may change and develop with changes in the health needs of our population, service delivery models and changes in the related employment agreements/MECAs.

Who does the framework apply to?

The framework applies to all Psychologists and Intern Psychologists working across all services within the Central Region. The career framework includes the roles and titles as illustrated and described on page 3 and 4.

The diagram below shows the typical progression of psychologists through their years of experience. It is important to note that the title of Senior and Consultant is gained via an application process that requires the psychologist to demonstrate achievement against set competencies to utilise these titles. The title of Senior & Consultant has no linkage to salary.

All psychologists (regardless of title) will progress at a minimum to the top automatic step. The psychologist can then choose to engage in the merit process to proceed up the merit steps within the salary scale.

Application process for Senior and Consultant role titles link [here](#).

To move beyond automatic salary steps the Merit Process (APEX) or Career & Salary Progression Process (CASP, PSA) must be used link [here](#).

Psychology Career Framework																		
Intern Psychologist																		
		Psychologist <i>(Onward progression via Merit/CASP)</i>										→						
					Senior Psychologist <i>(Application process to progress to Senior title)</i> <i>(Onward progression via Merit/CASP)</i>						→							
							Consultant Psychologist <i>(Application process to progress to Consultant title)</i> <i>(Onward progression via Merit/CASP)→</i>											
														Professional Lead <i>(Designated role)</i>				
Intern Scale		Automatic Salary Progression										* Merit Steps/CASP or Designated Positions						
1	2	1	2	3	4	5	6	7	8	9	10	11*	12*	13*	14*	15*	16*	

Merit/CASP process used to move beyond automatic steps for Senior, Consultant and Designated roles

October 2022

PSYCHOLOGY ROLES		
LEVEL	DESCRIPTION	Salary Banding & progression
Intern Psychologist	An individual who is registered with the NZ Psychologists Board within the Intern Psychologists scope of practice and holds an interim practicing certificate. The intern role is required to complete a clinical placement with a requirement to complete a minimum amount of hours (as deemed by the Psychologist board), alongside university requirements to gain full registration.	Intern Scale: Steps 1-2
Psychologist	An individual who holds a general registration with the NZ Psychologists Board and holds an annual practicing certificate. Psychologists may also hold the applicable vocational scope of practice for the position (e.g. clinical)	Automatic progression: Steps 1-10 CASP process (PSA MECA) or Merit Progression (APEX MECA) must be followed beyond automatic steps
Senior Psychologist	An individual who meets the Psychologist scope of practice definition, holds an annual practicing certificate and in addition has at a minimum the equivalent of three full time year's practical experience post graduate registration. Psychologists can apply for the senior title using the application process following minimum of 3 years' experience Senior Psychologists practice at an Advanced level and are able to supervise other Psychologists	Automatic progression: Steps 4-10 CASP process (PSA MECA) or Merit Progression (APEX MECA) must be followed beyond automatic steps
Consultant Psychologist	An individual who meets the Psychologist scope of practice definition, holds an annual practicing certificate and in addition has at a minimum the equivalent of eight year's practical experience post graduate registration.	Automatic progression: Steps 9-10

	<p>Psychologists can apply for the consultant title using the application process following a minimum of 8 years' experience</p> <p>Consultant Psychologists practice at an advanced to expert level, are able to supervise others and have some focus on overall service improvement e.g. through research, quality improvement initiatives, new service initiatives, workforce development.</p>	<p>CASP process (PSA MECA) or Merit Progression (APEX MECA) must be followed beyond automatic steps</p>
Psychology Professional Leader	<p>An individual who satisfies the scope of practice requirements as per the Psychologist scope of practice definition, holds an annual practicing certificate and meets the requirements of a Senior or Consultant Psychologist.</p> <p>This Professional Leader role is an appointed position with a focus on workforce development, safe and high quality care, outcomes focussed practice and integration that supports strategic and organisational priorities.</p>	<p>Designated Steps: 13-16</p> <p>CASP process (PSA MECA) or Merit Progression (APEX MECA) must be followed to progress up banding</p>

Designated Portfolio /Project Roles

Further Designated Project or Portfolio roles may also become available (beyond the roles outlined above) for Psychologists that are not specifically clinical facing roles. Due to the diversity in scope, responsibilities, knowledge and skill required it is possible these roles will differ in placement on the levels within the framework and will require a tailored role description. Each role will therefore be evaluated independently and placement on the appropriate merit/designated step will be made as appropriate to the requirements of that role.

There may also be opportunity for specific portfolios to be held by a Psychologist who holds this responsibly alongside their clinical work. This type of activity where it meets criteria can be utilised within the Merit Progression process (APEX MECA) or Career & Salary Progression process (PSA MECA). They will have been identified by the Professional Leader or by other senior managers as being of significant value to the profession, the District, or to national service development.

Role Expectations and Levels of Practice

The Psychology Leadership Council's *Core Competencies of Psychologists Working in District Health Boards* provides a comprehensive description of the core competencies for four levels of practice; Assistant¹ (developing competency), Clinical Psychologist (established competency) Senior Clinical Psychologist (advanced competency) through to Consultant Clinical Psychologist (expert competency) and remains the foundation for all annual performance reviews.

To link to the Psychology Leadership Council's Core Competencies of Psychologists Working in District Health Boards (an appendix to the APEX Union Psychology MECA) [Click here](#)

Progression can be summarised as an expanding and strengthening of clinical expertise / competency, teaching capacity that progresses to sharing expertise to a high level (at a national level and/or a high academic level), development of services and practice beyond the psychologists own, and influence that extends beyond the psychologists own team and across the organisation.

Professional Development.

Continuing Professional Development (CPD) is considered an essential requirement for psychologists to stay current within their practice.

A psychologist should refer to their relevant employment agreement for information on CPD fund entitlements and processes that are available for progression.

The progression pathway informs goal setting for annual performance reviews, NZ Psychologist board continuing competence goals, and any Merit (APEX) or CASP (PSA) tasks chosen.

It is assumed that progression will be maintained with movement between different areas of clinical practice and between different employers.

It is expected all psychologists will engage in an annual performance review and set professional development objectives annually.

¹ Districts use the term Intern rather than Assistant

Additional Guidance

1. New Zealand Psychologists Board Continuing Competency Programme (CCP)

All actively practising psychologists registered with the NZPB are required to participate in the CCP and declare this when renewing their Annual Practising Certificate. Currently the NZPB requires all registered psychologists to undertake a self-reflective review using the NZPB prescribed core competencies, and develop annual learning objectives in consultation with their supervisor. A learning plan is then developed with the learning activities recorded in the psychologists log book. This is critically reviewed at the end of the year with the supervisor. The most recent version of the NZPB's prescribed CCP information can be downloaded from www.psychologistsboard.org.nz.

This is a separate process to the Psychology Career Framework, however where possible psychologists are encouraged to align activity within the framework to reduce duplication and extra demands.

2. **APEX Union Psychology MECA** and The Psychology Leadership Council's Core Competencies of Psychologists Working in District Health Boards (an appendix to the APEX Union Psychology MECA)
3. **PSA Allied, Public Health & Technical MECA**