



# Annual Report

1 April 2021 – 31 March 2022



New Zealand  
**PSYCHOLOGISTS BOARD**

Te Poari Kaimātai Hinengaro  
o Aotearoa





# NEW ZEALAND PSYCHOLOGISTS BOARD ANNUAL REPORT 2021-2022

In accordance with section 134(1) of the Health Practitioners Competence Assurance Act 2003 the Psychologists Board is pleased to present its Annual Report to the Minister of Health for the year ending 31 March 2022.

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# Key numbers at a glance

## Acronyms used in this Report

<b>AFR</b>	Audit, Finance and Risk Committee
<b>CCF</b>	Conduct, Competence and Fitness Committee
<b>CCP</b>	Continuing Competence Programme
<b>HDC</b>	Health and Disability Commissioner
<b>HPCA</b>	Health Practitioners Competence Assurance Act 2003
<b>HPDT</b>	Health Practitioners Disciplinary Tribunal
<b>PCC</b>	Professional Conduct Committee
<b>RA</b>	Regulatory Authority

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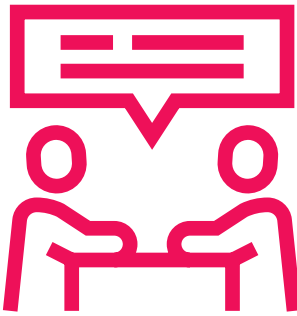
**W:** [www.psychologistsboard.org.nz](http://www.psychologistsboard.org.nz)





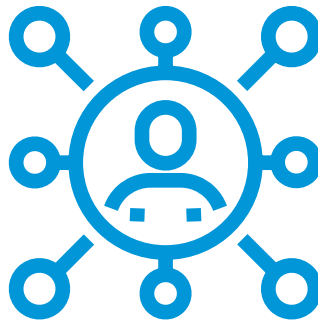
**4532**

Registered Psychologists



**3795**

Practising Psychologists



**233**

New Registrants



**66**

New Complaints



**21**

Accredited Training Programmes



## Introduction from the Board Chair

Tēnā koe Minita

Kia whakatōmuri te haere whakamua.  
I walk backwards into the future with my eyes fixed on the past.

We are pleased to present the New Zealand Psychologists Board's Annual Report for the year 1 April 2021 to 31 March 2022. In spite of the impacts of the COVID-19 pandemic, the Board's core business of registering and ensuring the continued fitness and competence of psychologists has all proceeded in a timely and effective manner. As set out in the body of this report, we have also made great strides in reviewing and improving many of our systems. Work on this remains ongoing and will continue through 2022 and 2023.

### Key highlights

#### *Statutory performance review: Board fully achieves all Core Performance Standards*

In April 2019, changes to the Health Practitioners Competence Assurance Act (the Act) introduced a requirement for all Responsible Authorities to undergo a performance review administered by the Ministry of Health. In November 2021, the Board's first review was conducted. The independent review team concluded that the Board is performing all functions required under the Act. The Board fully achieved all the core performance standards, with no formal recommendations to address. This was a fantastic result for our first statutory review, and a reflection of the hard mahi our Board members and kaimahi do.

#### *Development of Hauora For All Strategy*

The Board, with support from external facilitator Alice Sciascia, has set and begun delivering on its Strategic Plan (2021-2025). The Hauora For All Strategy focuses on ensuring equitable access to clinically and culturally safe psychology. The vision of "Hauora for all – transforming psychology in Aotearoa" has informed an ambitious mid to long-term plan of work. There is more information on the Hauora for All Strategy – and how we will achieve it – in the body of this report.

### Closing remarks

We are excited about and committed to our new Strategy, and we look forward to working with the profession and other stakeholders over the coming years to deliver significant improvements in the way psychology services are provided to the public of Aotearoa.

Nga mihi

John Bushnell  
Chairperson





## Hauora For All – Our 2021-2025 Strategy

We were delighted to work with consultant Alice Sciascia to envision and develop our new Strategic Plan for 2021-2025.

Our Hauora for All Strategy puts achieving equity for Māori at the heart of our mahi. It sets us on a clear path to deliver a psychology workforce that provides safe and equitable psychology services, and we are already laying the groundwork to deliver this ambitious Strategy.

*(see over)*



**Purpose:** Hauora for all – transforming psychology in Aotearoa

**Vision:** Everybody can access safe and effective psychology, when they need it, in a way that works for them.

Accessibility, acceptability and equity	Future workforce	Elevating Māori paradigms in psychology
We will improve accessibility, acceptability and equity in psychology practice, through the use of robust data and evidence that advocates for necessary changes to the sector.	We will seek changes in the training and structuring of the psychology workforce, so that psychology need is met by an appropriate range of competent psychological services.	We will support our workforce to be able to deliver to tangata whenua. We will support the bicultural space to be embraced and understood.

***What will we focus on, and what actions will start to deliver the change we want to see?***

<p><b>(FY21 and ongoing)</b> Collaborating with public institutions and non-government organisations to identify opportunities for increasing the number of psychologists available across all communities in Aotearoa e.g. work with government agencies and non-government agencies etc. to identify innovative solutions that increase numbers of psychologists available in the public sector (or funded services).</p> <p><b>(FY22-23)</b> Review accreditation standards and incorporate a requirement that training programmes have an approach for improving equity of access to the programme, in particular for Māori.</p> <p><b>(FY23)</b> Establish a regular report on equity of psychology in the New Zealand.</p>	<p><b>(FY21-22)</b> Introduce new registration pathways for overseas applicants that ensures internationally-trained psychologists are equipped to provide services in Aotearoa.</p> <p><b>(FY21-23)</b> Explore the potential for a new psychology-related scope of practice, qualified to provide services for low-risk need.</p> <p><b>(FY21-23)</b> Strengthen the current accreditation process in collaboration with training providers and other stakeholders.</p>	<p><b>(FY21-22)</b> Update competency standards and code of ethics for registered psychologists to reflect the Board's expectation of safe and ethical clinical and cultural psychology practice.</p> <p><b>(FY21)</b> Work with He Paiaka Tōtara to understand how we can support their leadership in psychology.</p> <p><b>(FY21 and ongoing)</b> The Secretariat will grow its capability working in Te Ao Māori, including implementing a diversity and inclusion framework throughout our organisation.</p> <p><b>(FY21-23)</b> Review accreditation standards to ensure that training programmes have systems in place that demonstrate that graduates are able to provide culturally-safe services to Māori.</p> <p><b>(FY22 and ongoing)</b> Identify and implement strategies to support Māori psychologists into leadership and positions of influence.</p> <p><b>(FY22-24)</b> Design and introduce training for currently registered psychologists to provide more culturally-safe psychology services.</p>
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***Indicators of success***

<ul style="list-style-type: none"> <li>• Increase in number of Māori psychologists</li> <li>• Increase in number of psychologists that are available to all through public institutions</li> </ul>	<ul style="list-style-type: none"> <li>• Increase in % of diverse populations on the psychologists register</li> <li>• Establishment of new training models</li> </ul>	<ul style="list-style-type: none"> <li>• Every training programme teaches the application of the Meihana Model</li> <li>• Indigenous psychology is reflected in the accreditation standards</li> </ul>
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Building trust with the psychology profession	Leadership
<p>We will strengthen engagement with the psychology profession and encourage two-way communications.</p>	<p>To transform psychology in Aotearoa, we will lead the profession to embrace the challenges ahead. This will strengthen the mechanisms we have in place to protect public safety.</p>
<p>(FY21) Board representatives will be present and accountable at relevant psychology forums.</p> <p>(FY21) Develop a communications strategy that addresses the need for genuine engagement, and regular, informative updates for stakeholders on our activities.</p> <p>(FY21 and 22) Improve systems to ensure that notifications about psychologists' practice are managed in a timely, sensitive and effective way.</p> <p>(FY23-25) We will hold wānanga with psychologists to kōrerorero on the direction of, and issues facing, psychology.</p>	<p>(FY21) Promote the use of te reo Māori in our communications and public profile.</p> <p>(FY21) All policy and strategy decisions we make will identify our bicultural obligations and any opportunities to elevate Māori paradigms in psychology.</p> <p>(FY21) Identify and develop strategic relationships that will progress key priorities for the Board:</p> <ul style="list-style-type: none"> <li>• Accessibility, acceptability and equity</li> <li>• Future workforce</li> <li>• Elevating Māori paradigms</li> </ul> <p>(FY22) Report regularly on achievement of activities and outcomes in our strategy.</p>
<ul style="list-style-type: none"> <li>• Improved engagement results with psychologists and training institutions</li> </ul>	<ul style="list-style-type: none"> <li>• There is competition for appointments on the Board.</li> </ul>



## Governance

The Psychologists Board is a nine-member Board comprised of six health practitioner members and three lay members.

In accordance with sections 120-122 of the Health Practitioners Competence Assurance Act 2003, the Minister of Health appoints Board members for terms of up to three years. Members may be reappointed, for up to nine consecutive years. Any member whose term expires normally continues in office until they are either reappointed by the Minister (if eligible) or they are advised by the Minister that they have not been reappointed.

### Board membership

As at 31 March 2022, only five of the nine positions on the Board were filled, following delays in appointments by the Ministry of Health. While we acknowledge that the Ministry's focus was directed to the COVID-19 response, the situation put some pressure on the five members in terms of filling Committee roles and other duties requiring Board member input or representation. Due to the commitment of its members, the Board continued to fulfill its obligations throughout the year.

In November 2021, Dr Elliot Bell's term expired and he moved on to other commitments; we thank him for his committed and considered service, including the leadership roles he undertook on both the Accreditation and Conduct, Competence and Fitness committees.

The three remaining positions were vacant throughout the year.

### *Board members as at 31 March 2022 were:*

Professor John Bushnell (clinical psychologist, Chair)
Ms Nalini Meyer (lay member, Deputy Chair)
Ms Tania Cargo (clinical psychologist)
Dr Ainsleigh Cribb-Su'a (clinical psychologist)
Ms Lisa Lawrence (lay member)

### **John Bushnell (Board Chairperson) BA, MA(Hons), PGDipClinPsych (Canterbury), PhD (Otago)**

John was appointed to the Board in June 2015 and elected as Chairperson in February 2018. He is a Clinical Psychologist, who worked for the majority of his 38-year professional career in academic, research, and clinical roles in medical settings with the University of Otago, before moving to Australia in 2005 to lead the establishment of a new rural medical school at the University of Wollongong. He has held numerous advisory roles to health and government agencies, and previously served a term on the Psychologists Board from 2003-2005. He was a founding member and is a Fellow of the New Zealand College of Clinical Psychologists. His research interests have focused on the epidemiology of mental disorders and management of psychological issues in primary care, and he has supervised many doctoral students completing their research and practical training in clinical psychology.

He has largely retired from academic life but retains an honorary Professorial appointment at the University of Wollongong. He is a member of the Board of Directors of CASA, a not-for-profit company delivering suicide prevention programmes throughout New Zealand.

**Nalini Meyer (Deputy Chairperson)  
LLB/ BA (Canterbury)**

Nalini was appointed as a lay member of the Board in August 2015 and was elected Deputy Chairperson in February 2018. Residing in Christchurch, she is an enrolled Barrister and Solicitor of the High Court of New Zealand. Nalini practiced law for 17 years working with a variety of private and commercial clients in property, commercial and trust law. She now sits on a number of boards including the Christchurch City Mission. Her consumer advocacy interest arises from first-hand experience of the public health system, and a strong sense of social justice together with her legal and governance experience.

**Tania Cargo, PHD (Psychology, Auckland)**

Tania Cargo (Ngāti Manu, Ngāti Maru, Tainui) is a Senior Lecturer at the Department of Psychology and the Department of Psychological Medicine, University of Auckland. She is a strong advocate for ensuring Te Tiriti o Waitangi principles are upheld in bicultural research practices. She is an active member of He Paiaka Tōtara (Māori Psychologists Association) and a past board member of ANZACBT. Tania was the CBT advisor to the SPARX programme, coordinates the post-graduate CBT programme and is a lecturer on the Clinical Psychology training programme. Along with Associate Professor Sarah Hetrick, she is the co-theme leader of the Resilient Teens, A Better Start/E Tipu e Rea (National Challenge Science, funded by the Ministry of Business, Innovation and Employment). Her expertise lies in working with Māori pepi, tamariki, rangatahi me whānau to create culturally responsive, evidence-based wellbeing tools, which includes digital tools.

**Dr Ainsleigh Crib-Su'a (Ngāti Maniapoto, Ngāti Tamaterā, Ngāti Kauwhata) BSc Hons (Clinical), DCLin Psych (Auckland)**

Ainsleigh is a Clinical Psychologist who joined the board in August 2017. Ainsleigh currently provides mental health leadership in primary care for the National Hauora Coalition. She has worked extensively in Child and Adolescent Mental Health both clinically and in leadership. Ainsleigh holds a governance portfolio across academia and the NGO sector. Whilst being a Doctoral graduate of The University of Auckland, Ainsleigh has held academic and research roles at Canterbury University and AUT University. Her continued research interests relate to child and adolescent mental health interventions and e-therapies as well as child rights and whānau resilience. Ainsleigh is a member of the New Zealand Psychological Society and a participating member of the National Standing Committee for Bicultural Issues.

**Lisa Lawrence (Ngāti Ruapani, Ngāti Kahungunu)**

Lisa was appointed as a lay member to the Board in November 2019. Lisa is the immediate past National President of the NCW-New Zealand. Founded by Kate Sheppard, NCWNZ is an umbrella group leading the new Gender Equal NZ conversation campaign. Lisa's previous career has involved working for an iwi-based health and social service, NZ College of Midwives, St John, NZ Family Planning and a governor of Nelson Bays Primary Health. She is currently the Kaiwhakahaere of the Motueka Family Service Centre – a core stakeholder of three reducing family violence community networks, member of the MoH Covid-19 Consumer committee and Chair of the Consumer Advisory Committee of Pharmac. Her passion is equality, improving community resilience and cultural relations through courageous community conversations.



## Board meetings

During the year the Board held just one two-day meeting *kanohi ki te kanohi*, with the remainder of its meetings conducted by teleconference due to COVID-19 restrictions, as follows:

- 24/25 May 2021 (in person)
- 7 July 2021 (via videoconference)
- 25 August 2021 (via videoconference)
- 12 October 2021 (via videoconference)
- 24 November 2021 (via videoconference)
- 23/24 February 2022 (via videoconference)

## Conflicts of Interest

All members are required during meetings to declare any conflicts of interest with agenda items, and a *Declaration of Interests Register* is maintained for all Board members and senior staff.

## Board committees

The Board operates several committees to assist in the discharge of its duties. Some of these committees have delegated responsibilities, while others work in an advisory capacity to the Board. The Board sincerely thanks all members of its committees for their work throughout the year.

## Accreditation Committee

This decision-making committee works under delegation from the Board to review, consider, and determine the accreditation of university and agency training programmes that lead to registration as a psychologist in New Zealand. It also monitors New Zealand educational institutions, qualifications, courses of study, and programmes under the Health Practitioners Competence Assurance Act (HPCA). It meets three or four times per year, either by teleconference or face-to-face, and conducts some business by email. A full list of Board-accredited training programmes and their current status can be viewed at

<http://www.psychologistsboard.org.nz/accredited-training-programmes>.

### Members:

Elliot Bell  
(Board member and convenor until November 2021)  
Tania Cargo  
(Board Member and convenor from November 2021)  
Janet Carter External stakeholder nominee)  
Richard Linscott (External stakeholder nominee)  
CDR Lynette Marchant (External stakeholder nominee)  
Bridgette Masters-Awatere  
(External stakeholder nominee)

### Secretariat support:

Gina Giannios (Deputy Registrar)  
Ann Connell (Senior Psychology Advisor)  
Nikki Reynolds (Psychology Advisor)

## Audit, Finance and Risk Committee (AFR)

This advisory committee provides oversight and monitoring of financial and non-financial risks and internal controls, and ensures integrity of financial reporting. At each Board meeting the AFR reports to the Board on its activities.

### Members:

Nalini Meyer (Convenor)  
John Bushnell  
Lisa Lawrence

### Secretariat support:

Kylie Hooper (GM/Registrar)



### *Conduct, Competence and Fitness Committee (CCF)*

This decision-making committee is the Board's busiest, meeting monthly. It works under delegation from the Board to provide efficient screening, consideration, and determination of conduct, competence, and fitness matters in accordance with legislative requirements (especially Parts 3 and 4 of the HPCA), and Board policy. It conducts most of its business by monthly video-conference.

The CCF Committee co-opts external expertise to assist on individual cases where a specific cultural or practice issue is present. During the year, the Board also approved new terms of reference for the CCF Committee to include bi-cultural psychologist and lay input. These were to be implemented when a full complement of Board members was appointed.

#### **Members:**

Nalini Meyer (Convenor)  
Kylie Hooper (Registrar/General Manager)  
Dianne Cameron (External stakeholder nominee)

#### **Vacancies:**

- one external psychologist member who is Māori and has bicultural experience
- Tikanga advisor
- one Board member (in addition to the convenor)
- one external lay member with relevant expertise

### *Tūmāia Kaiārahi*

During the 2021 year, the Board made the decision to elevate Tūmāia Kaiārahi from its role as an advisory group to a formal advisory committee of the Board. Its key responsibilities are:

- Providing advice, guidance and support to the Board, its delegates and secretariat in developing and implementing the Board's Māori responsiveness objectives; and
- Holding the Board to account on its policy and strategic decision-making, with reference to equity issues for Māori.

Importantly, Tūmāia Kaiārahi has been laying the foundations of a substantive review of the Board's Competence Standards, to ensure that, going forward, they are culturally sound, and that te Tiriti o Waitangi is used as a reference point and is honoured in all our work and policies for psychology practice. This foundation work will feed into a substantive review of the Competencies in 2022-23.

The Competence Standards are fundamental to safe psychology practice in New Zealand. They underpin all of the Board's public safety activities, in that they are the standards that (among other things):

- Board-accredited training programmes must ensure graduates meet;
- Overseas trained psychologists applying for registration must meet in order to obtain registration;
- Practising psychologists are assessed against when undergoing competence reviews; and
- Practising psychologists must reflect on, and develop a personalised continuing competence plan to implement every year.

#### **Members:**

Ainsleigh Cribb-Su'a (Convenor)  
Tania Cargo (Board member)  
Lisa Lawrence (Board member)  
Simon Bennett (external stakeholder nominee)  
Maynard Gilgen (external stakeholder nominee)  
Sonya McFarlane (external stakeholder nominee)  
Iris Pahau (external stakeholder nominee)  
Suzanne Pitama (external stakeholder nominee)  
Moana Waitoki (external stakeholder nominee)

#### **Secretariat support:**

Ann Connell

### **Operations**

The Board's staff is led by General Manager/Registrar Kylie Hooper. Staff support the Board by carrying out its day-to-day operational responsibilities including financial management, the organisation and oversight of competence reviews and programmes, the Continuing Competence Programme, health and fitness matters, complaints and disciplinary matters, accreditation processes, registration and practising certificate applications, supervision requirements, professional liaison, communications, and website maintenance. The Board has delegated these functions to the General Manager/Registrar and its committees.

The Board is co-located with a group of Regulatory Authorities, which enhances sharing of ideas and resources. Payroll services, facilities management, lease, IT, and related services have been provided by the Nursing Council under a Service Level Agreement (SLA) since 2016.



## Core Functions

### Part 2 of the HPCA Act

#### Scopes of practice

Section 11 of the Act requires the Board to describe the contents of the profession in terms of one or more scopes of practice. The purpose of scopes of practice is to define the parameters of the relevant scope of practice, based on the qualifications and competencies required to practise within that scope of practice. This assures members of the public that their health practitioner is qualified and competent to provide the services described in the scope of practice in which they are registered.

A scope of practice may be described in any way the Board thinks fit, including (but not limited to) by a name or reference commonly understood by other health practitioners; by reference to an area of science or learning; by reference to tasks commonly undertaken; or by reference to illnesses or conditions to be diagnosed, treated or managed. The Board must also prescribe the qualifications required to practise within each scope of practice.

The Board has identified that its current scopes of practice could provide greater clarity. Review and clarification of scopes of practice is included in the Board's programme of work through to the end of 2023.

In accordance with section 11 of the Act, the Board has prescribed the following scopes of practice and associated prescribed qualifications:

**“Psychologist”** – A psychologist within a general scope is defined as rendering or offering to render to individuals, groups, organisations, or the public any psychological service involving the application of psychological knowledge, principles, methods, and procedures of understanding, predicting, ameliorating, or influencing behaviour, affect, or cognition. Such practice is undertaken within an individual's area and level of expertise and with due regard to ethical, legal, and Board-prescribed standards.

*The following qualifications are prescribed for registration as a Psychologist in the general scope of practice;*

A minimum of a Master's degree in Psychology from an accredited educational organisation, or an equivalent qualification. Eligibility for a general scope of practice requires a Board approved practicum or internship involving 1500 hours of supervised practice.

**“Intern Psychologist”** – An intern psychologist within a special purpose scope is defined as rendering or offering to render to individuals, groups, organisations, or the public any psychological service involving the application of psychological knowledge, principles, methods and procedures of understanding, predicting, ameliorating or influencing behaviour, affect or cognition. Such practice is undertaken within an individual's area and level of expertise and with due regard to ethical, legal, and Board-prescribed standards.

*An Intern Psychologist scope of practice may be granted to applicants:*

Who have completed formal academic studies that have provided them with the foundation competencies required for safe practice in a supervised internship setting and who are enrolled in a Board-accredited post graduate diploma or doctoral course of studies.

**“Trainee Psychologist”** – A trainee psychologist within a special purpose scope is defined as rendering or offering to render to individuals, groups, organisations or the public any psychological service involving the application of psychological knowledge, principles, methods and procedures of understanding, predicting, ameliorating or influencing behaviour, affect or cognition. Such practice is undertaken within an individual's area and level of expertise and with due regard to ethical, legal, and Board-prescribed standards.

*A Trainee Psychologist scope of practice may be granted to applicants:*

Who have completed formal academic qualifications that have provided the foundation competencies required for safe practice in a supervised setting and who are entering board-approved supervised practice for the purpose of achieving full registration.

**“Clinical Psychologist”** – Clinical Psychologists apply psychological knowledge and theory derived from research to the area of mental health and development, to assist children, young persons, adults and their families with emotional, mental, developmental or behavioural problems by using psychological assessment, formulation and diagnosis based on biological, social and psychological factors, and applying therapeutic interventions using a scientist-practitioner approach. Such practice is undertaken within an individual’s area and level of expertise and with due regard to ethical, legal, and Board-prescribed standards.

*The following qualifications have been prescribed for registration as a Psychologist in the Clinical Psychologist scope of practice;*

A minimum of a Master’s degree in Psychology from an accredited educational organisation and an accredited Postgraduate Diploma in Clinical Psychology, or equivalent qualification. Eligibility for the Clinical Psychologist scope of practice shall require a Board approved practicum or internship involving no less than 1500 hours of supervised practice.

**“Counselling Psychologist”** – Counselling Psychologists apply psychological knowledge and theory derived from research to the area of client empowerment and enhancement, to assist children, young persons, adults, and their families with personal, social, educational, and vocational functioning by using psychological assessments and interventions, and preventative approaches that acknowledge ecological, developmental, and

phenomenological dimensions. Such practice is undertaken within an individual’s area and level of expertise and with due regard to ethical, legal, and Board-prescribed standards.

*The following qualifications have been prescribed for registration as a Psychologist in the Counselling Psychologist scope of practice;*

A minimum of a Master’s degree in Psychology from an accredited educational organisation and an accredited Postgraduate Diploma in Counselling Psychology, or equivalent qualification. Eligibility for the Counselling Psychologist scope of practice shall require a Board approved practicum or internship involving no less than 1500 hours of supervised practice.

**“Educational Psychologist”** – Educational Psychologists apply psychological knowledge and theory derived from research to the area of learning and development, to assist children, young persons, adults and their families regarding their learning, academic performance, behavioural, social, and emotional development, by using psychological and educational assessments and applying interventions using systemic, ecological and developmental approaches. Such practice is undertaken within an individual’s area and level of expertise and with due regard to ethical, legal, and Board-prescribed standards.

*The following qualifications have been prescribed for registration as a Psychologist in the Educational Psychologist scope of practice;*

A minimum of a Master’s degree in Psychology from an accredited educational organisation and an accredited Postgraduate Diploma in Educational Psychology, or equivalent qualification. Eligibility for the Educational Psychologist scope of practice shall require a Board approved practicum or internship involving no less than 1500 hours of supervised practice.



**“Neuropsychologist”** – Neuropsychologists apply scientific understanding of the relationship between the brain and neuropsychological function within applied clinical contexts. This approach forms the basis for the assessment, formulation, and rehabilitation of people who have sustained brain injuries or other neurological conditions. Neuropsychologists work with people of all ages who have neurological problems such as traumatic brain injury, stroke, epilepsy, toxic and metabolic disorders, brain tumours, and neurodegenerative diseases. Such practice is undertaken within an individual’s area and level of expertise and with due regard to ethical, legal, and Board-prescribed standards.

*The following qualifications have been prescribed for registration as a Psychologist in the Neuropsychologist scope of practice;*

A minimum of a Master’s degree in Psychology from an accredited educational organisation and an accredited Postgraduate Diploma in neuropsychology, or equivalent qualification. Eligibility for the Neuropsychologist scope of practice shall require a Board-approved practicum or internship involving no less than 1500 hours of supervised practice.

## Accreditation

The Act requires the Board to accredit and monitor educational organisations and courses of studies that deliver prescribed qualifications. The Board has a comprehensive set of standards and procedures for accreditation of qualifications leading to registration as a psychologist. These standards are scheduled for review as part of the Board’s wider review of its core functions between 2021 and 2024.

The Board conducts its accreditation processes collaboratively with the training programmes to minimise duplication and redundancy with other review processes and in a positive and constructive manner.

The accreditation process begins with the programme submitting an application at least six months before the expiry of the accreditation period. An Accreditation Assessment Team is appointed to assess the application and conduct a site visit (normally two days). Its report and recommendations are tabled to the Accreditation Committee for moderation before the programme is invited to review the report and correct any errors of fact. A final report is resubmitted to the Accreditation Committee, which makes a proposed decision on accreditation for up to a maximum of seven years, detailing any areas where the required standards have been assessed as not met to the Committee’s satisfaction. The Committee considers any comments from the programme before a final decision is made. Regular routine reports must be submitted by all accredited programmes between accreditation cycles, and additional reporting requirements may be directed.





**Table 1: Status of courses of study monitored by the Psychologists Board as at 31 March 2022**

EDUCATIONAL ORGANISATION / COURSE OF STUDY	CURRENT STATUS	NEXT ASSESSMENT DUE
<b>AUT</b>		
Postgraduate Diploma in Counselling Psychology <b>PGDipCounsPsych</b>	<b>Accredited</b>	2022
Postgraduate Diploma in Rehabilitation Psychology <b>PGDipRehabPsych</b>	<b>Provisionally Accredited</b>	2022
<b>Massey University</b>		
Doctor of Clinical Psychology <b>DClinPsych</b>	<b>Accredited</b>	2022
Masters in Clinical Psychology <b>MClinPsych</b>	<b>Provisionally Accredited</b>	(on hold)
Postgraduate Diploma in Educational and Developmental Psychology <b>PGDipEdDevPsych</b>	<b>Accredited</b>	2024
Postgraduate Diploma in Industrial/Organisational Psychology <b>PGDip/OPsych</b>	<b>Accredited</b>	2025
Postgraduate Diploma in Psychological Practice <b>PGDipPsychPrac</b>	<b>Accredited</b>	2022
<b>University of Auckland</b>		
Doctor of Clinical Psychology <b>DClinPsych</b>	<b>Accredited</b>	2025
Postgraduate Diploma in Applied Psychology (Applied Behaviour Analysis) <b>PGDipAppPsych(ABA)</b>	<b>Accredited</b>	2025
Postgraduate Diploma in Clinical Psychology <b>PGDipClinPsych</b>	<b>Accredited</b>	2025
Postgraduate Diploma in Health Psychology <b>PGDipHlthPsych</b>	<b>Accredited</b>	2025
<b>University of Canterbury</b>		
Postgraduate Diploma in Child and Family Psychology <b>PGDipChFamPsych</b>	<b>Accredited</b>	2022
Postgraduate Diploma in Clinical Psychology <b>PGDipClinPsyc</b>	<b>Accredited</b>	2022
<b>University of Otago</b>		
Postgraduate Diploma in Clinical Psychology <b>PGDipCIPs</b>	<b>Accredited</b>	2022
<b>University of Waikato</b>		
Postgraduate Diploma in Psychology (Clinical) <b>PGDipPsych(Clin)</b>	<b>Accredited</b>	2024
Postgraduate Diploma in the Practice of Psychology (Applied Behaviour Analysis) <b>PGDipPracPsych(ABA)</b>	<b>Accredited</b>	2023
Postgraduate Diploma in the Practice of Psychology (Community) <b>PGDipPracPsych(Comm)</b>	<b>Accredited</b>	2022
<b>Victoria University</b>		
Postgraduate Diploma in Clinical Psychology <b>PGDipClinPsych</b>	<b>Accredited</b>	2025
Postgraduate Diploma in Educational Psychology Practice <b>PGDipEPP</b>	<b>Accredited</b>	2022



**Table 2: Current status of “Supervision-to-registration” programmes monitored by the Psychologists Board as of 31 March 2022**

SUPERVISION-TO-REGISTRATION AGENCY	CURRENT STATUS	NEXT ASSESSMENT DUE
New Zealand Department of Correction	Accredited	2026
New Zealand Defence Force	Accredited	2026

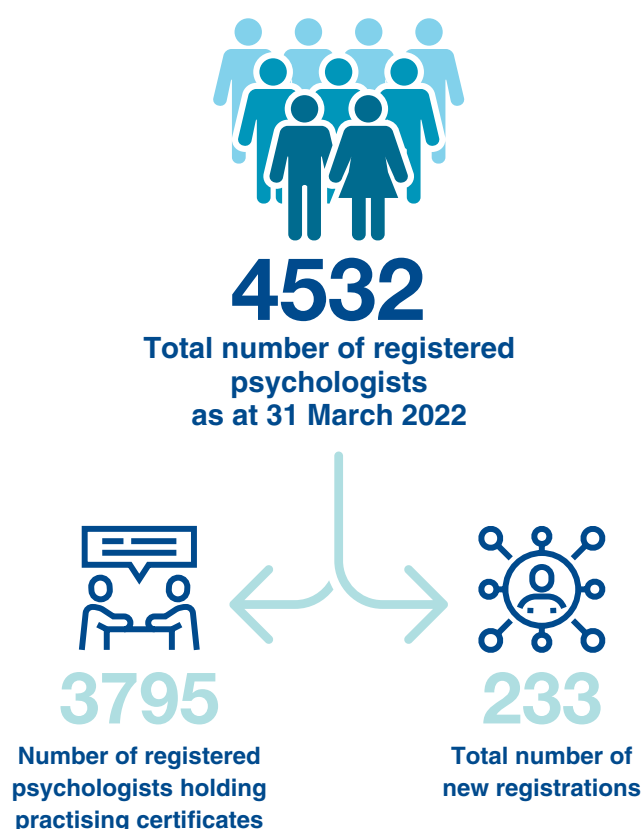
## Registry details

The Board maintains an up-to-date register. There were 4532 registered psychologists on 31 March 2022. This includes psychologists who were non-practising or in default on payment of registry maintenance fees. Of all registered psychologists, 3795 held practising certificates.

Due to a change in the way intern registrations are managed, we are unable to report on years prior to 2020-21.

### *New Registrations – comparison with previous years*

There was a significant drop in registrations from overseas (including TTMRA) compared with previous years. The Board is of the view that this is likely to be due to COVID-19 and the closure of New Zealand’s borders for a significant part of the year.



**Table 3: Comparison of registration numbers by year**

	2021-22	2020-21	2019-20	2018-19
New Zealand trained	156	176	156	162
Overseas-trained (individual assessment)	70	133	138	131
Trans-Tasman Mutual Recognition	7	18	22	17
<b>TOTAL</b>	<b>233</b>	<b>327</b>	<b>316</b>	<b>310</b>

**Table 4: New applications for registration 2021-2022**

Descriptor	Section	Total received	OUTCOMES		
			Registered with conditions	Registered without conditions	Declined#
NZ trained applicants*	15(1) HPCA Act	157	156	0	1
Overseas trained-applicants^	s15(2) HPCA Act	85	66	4	15
Trans-Tasman Mutual Recognition Applicants	s17(1) TTMR Act	7	0	7	0
<b>Total Applications Considered</b>		<b>249</b>	<b>222</b>	<b>11</b>	<b>16</b>

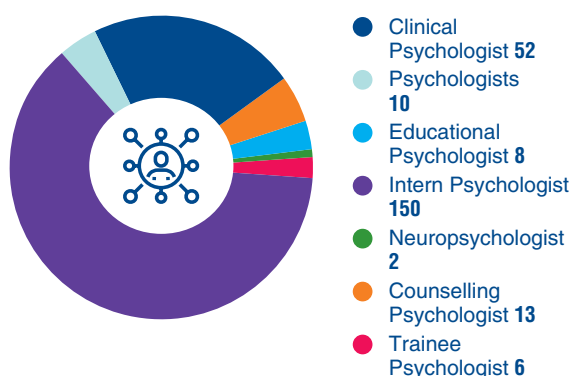
\* All New Zealand-trained registrants are first registered in an intern or trainee psychologist scope of practice, both of which include a condition of supervision.

^Few overseas trained applicants are able to demonstrate that they have skills in and knowledge of the provision of psychology services in the unique New Zealand context, or that they are able to provide culturally safe psychology services to Māori. Provided these psychologists have demonstrated that they are otherwise clinically competent and hold a qualification that is equivalent to or as satisfactory as a prescribed qualification, the Board may decide to register them with a condition of supervision to support them as they learn about these important aspects of psychology practice in New Zealand.

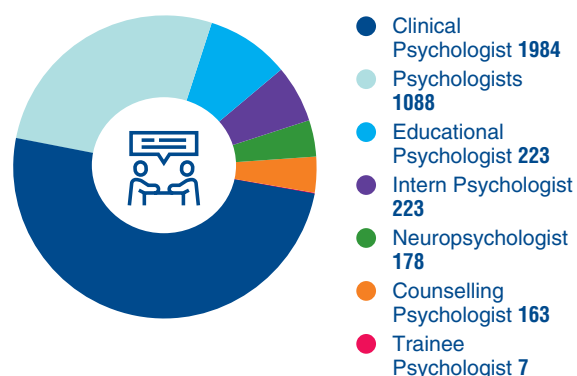
# Before declining an application for registration, the Board advises the applicant of the reasons that it is proposing to decline the application, and offers the applicant the opportunity to make submissions and/or be heard on the matter. Where the applicant is unable to provide information to address the Board's concerns about the application, the application is declined. Reasons for decline are usually due to one or both of the following:

- The applicant's qualification has been assessed as not equivalent to or as satisfactory as a prescribed qualification; and/or
- The applicant has been unable to demonstrate competence to practise as a psychologist in the scope(s) of practice for which they have applied.

### New registrations by scope of practice



### Total practising psychologists by scope of practice





## Parts 3 and 4 of the HPCA Act

### Continuing competence

Consistent with the principal purpose of the Act, 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”, the Board must be satisfied that a practitioner is competent to practise in New Zealand before being registered and, in accordance with sections 26 and 27, that they have maintained the required standard of competence before they can be issued with a practising certificate. In order to provide the Board with this assurance, the Board has set a Continuing Competence Programme (CCP). The dual objectives of the CCP are to provide a framework to assist individual practitioners to address the ongoing challenge of maintaining competence, while also giving the Board a mechanism to support and ensure that practitioners maintain competence. All actively practising psychologists are required to participate in the CCP and to declare they have done so when applying to renew their practising certificate each year.

A random audit of 10% of all APC applications is completed each year and has (to date) demonstrated high levels of compliance with the CCP.

### *Complaints and notifications about psychologists*

Notwithstanding the competence assurance measures in place, it is inevitable that from time to time, complaints or concerns about a psychologist may arise.

The Board has delegated management of these issues to its Conduct Competence and Fitness Committee (The CCF Committee).

At the start of the year, there were 31 complaints and notifications pending. The Board also received a higher than usual number of complaints and notifications during the year. Due to the hard mahi of the CCF Committee, 66 these matters were dealt with swiftly and efficiently, with only 14 awaiting a decision of the CCF at the end of the year (24 were still with other agencies).

One of the reasons for the improved efficiency is the increased use of non-statutory tools, such as educational letters and requests for reflections, to deal with concerns that may indicate a need for the psychologist to make changes to their practice, but where no public safety risk is apparent. The Board considers this is appropriate and proportionate use of its powers.

**Table 5: Overview of types of complaints and notifications received**

Complaints and notifications pending on 1 April 2021	31
New complaints	66
New competence notifications	4
New fitness notifications	3
<b>Total</b>	<b>104</b>



**Table 6: Overview – Outcome of all complaints and notifications**

Awaiting Health and Disability Commissioner/Family Court decision	24
With CCF Committee, with further information requested	14
No further action (including Advisory/Educational letter)	45
Referral to competence review	10
Referral to Professional Conduct Committee	4
Referral for fitness (health) assessment	3
Closed with conditions	1
Voluntary Undertaking relating to health (no referral for fitness assessment)	1
Withdrawn	1
Removed from the Register sec 144(3)	1
<b>Total</b>	<b>104</b>

## Competence

Concerns about competence usually come from an employer or other health practitioner. Alternatively, the CCF may decide, when considering a complaint, that the matter indicates a competence concern as opposed to a conduct matter.

Where the Board believes a psychologist's competence may be deficient, it may order that the psychologist undergo a competence review. In such cases, two senior psychologists, registered in the same scope of practice as the psychologist, are appointed to review the psychologist's competence and provide a report to the CCF Committee on their findings and recommendations.

**Table 7: Outcome of Competence reviews (10)**

Awaiting competence review	1
Competence Review in progress	2
Competence Programme/section 38 orders	6
Voluntary Undertaking after Competence Review	1

Upon receipt of the report, and the psychologist's comments on the report, the CCF Committee considers what, if any further action is required. If the CCF Committee forms the view that the psychologist does not meet the required standard of competence, it must make orders under section 38 of the Act – such orders include a requirement to undertake a competence programme to remedy any deficiencies identified, conditions on the practitioner's scope of practice, an examination or assessment, and/or that the practitioner be counselled.

## Fitness (health)

Many psychologists (and other health practitioners) practise with existing health conditions that do not impact on their practice. Where a health condition – including physical, mental, and dependency conditions – impacts on the psychologist's ability to practise safely, the psychologist, or any other registered health practitioner, must notify the Board of the matter.

If necessary, the CCF Committee will order the psychologist to undergo a health assessment, and, upon receipt of the health assessor's report, will decide what, if any, further action is required.



The CCF Committee aims to work collaboratively with the affected psychologist, and, where the psychologist is able to demonstrate the ability to manage the condition themselves, the Board may either decide to take no further action, or offer them a voluntary undertaking. A voluntary undertaking sets out an agreement between the psychologist and the Board on the monitoring and management of the psychologist's condition and is usually managed between the psychologist and a Psychology Advisor on staff.

**Table 8: Number and source of fitness notifications**

Source	NUMBER OF NOTIFICATIONS	
	Received	Closed
Other health practitioner	1	1
Employer	1	1
Self-report	1	

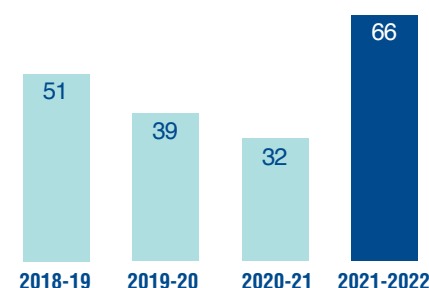
## Complaints

The Board receives complaints from a range of sources, including members of the public. Where indicated, it refers these complaints to the Health and Disability Commissioner and/or the Family Court in the first instance. Where those entities close the matter or refer it back to the Board, it is open to the CCF Committee to consider whether the complaint raises questions about the psychologist's conduct or competence.

**Table 9: Source of complaints during 2021-22**

Family Court reports	14
Department of Corrections reports	0
ACC reports	3
Private practice	3
DHB	2
Health consumer	44
<b>Total</b>	<b>66</b>

**Table 10: Number of complaints received – comparison with previous years**



There was a significant jump in complaints during the 2021-22 year compared with previous years. However, as noted in the Overview of Outcomes (table 6), a relatively high proportion of these were determined by the CCF Committee not to require further formal action, and were closed – some with an educational/ advisory letter setting out the CCF Committee's suggestions for further learning.

**Table 11: Outcome of PCC investigations (4)**

PCC determination: no further action	0
PCC recommendation(s)	1
PCC determination: charges to be laid with Tribunal	1
PCC: in progress	2

Of the matters referred to a PCC for investigation, 1 resulted in recommendations, and 1 resulted in a determination to lay a charge with the Tribunal. Two PCC investigations were still in progress.

\*Note, a PCC can make both a determination and recommendations. Outcome numbers may be greater than the number of cases.

## Health Practitioners Disciplinary Tribunal

During the 2021-22 year, the Tribunal released decisions relating to two psychologists against whom charges had been laid. In both cases, the charges were made out and the psychologists were subject to penalties imposed by the Tribunal.



## Linking with stakeholders

### Psychology workforce

During the year, the Board Chair and Professor Karen Salmon met with the Minister of Health to brief him on the serious problems facing mental health services if the current trends continue for the psychology workforce to be mainly accessible through private practice settings. The education and training of the profession is reliant upon a workforce in state-funded institutions such as DHBs, and as numbers of senior staff leave these roles for private practice, fewer opportunities exist for growing and developing a vital part of the mental health workforce. Our Hauora For All Strategy includes objectives to address workforce issues.

### Psychology Workforce Task Group (PWTG)

PWTG has been meeting since 2015. Attendees include representatives from the Ministry of Health and the Board along with the professional associations (NZ Psychological Society, NZ College of Clinical Psychologists, He Paiaka Totara and Pasifikology), the major employer groups (DHB/ Te Whatu Ora, Corrections, Defence, Oranga Tamariki, Education), the Psychology Training Programmes, and APEX (the union representing public sector psychologists). The group has been working on solutions to the acknowledged workforce shortage of psychologists.

### Other stakeholders

#### Psychology Professional Advisory Forum

This group is chaired by the Board's Chair and meets quarterly. Attendees are representatives from the psychology professional associations (the NZ Psychological Society, NZ College of Clinical Psychologists, He Paiaka Totara and Pasifikology), University Psychology Heads of Department/ Professional Programmes, and employers of

psychologists including DHBs, Department of Corrections, and the Ministry of Education.

The group aims to ensure widespread sector opportunity for direct comment to and liaison with the Board, maximising opportunities for the profession to speak with a single voice. PPAF has committed in its decisions and actions to reflect an intent to recognise and address health inequities for Māori. It provides a forum for information sharing and working on matters of mutual interest, including the development of strategies to foster and reflect best practice. In 2021 this included facilitating the issuing of joint statements on Covid Mandatory Vaccination Orders, agreeing to review the Psychologists Code of Ethics; agreeing to work collectively on an apology to Māori, informed by the American Psychological Association's Apology to Indigenous People.

### Trans-Tasman Connection

The Board shares a warm and collegial relationship with the Psychology Board of Australia. Travel restrictions have limited our ability to connect in person during the year, however the Chairs and senior leadership in the secretariat have had regular videoconference meetings to discuss matters of common interest – including our respective reviews of our competence standards, and discussion about equity of registration processes for overseas trained psychologists.

### Collaboration with other Health Responsible Authorities

Face to face meetings have been limited, however, RAs continue to work collaboratively. COVID-19 has seen increased communication at the operational level between the RAs, as we have worked together to identify responses to emerging issues.

Co-locating with several other RAs continues to provide informal networking and problem-solving opportunities for staff at all levels.



## Commentary on Board finances

The Board is conscious that it has a high level of both general and disciplinary reserve. In an effort to reduce this, in December 2020, the Board agreed to a reduction of 11% on all 12 month APC fees and to not charge a disciplinary levy in the 2021-22 year. This reduced the Board's operating income for the year compared with the previous year. However, for a number of reasons, including significantly reduced expenditure in a range of areas due to COVID-19, the 2021-22 financial year did not reduce the reserve as intended.

The Board is cognisant of need to reduce the level of reserve it holds, but is also aware of the ambitious Strategy it has agreed to and the need to be able to fund that. The Board intends, during 2022/23, to develop a financial strategy to responsibly decrease its reserves.



# **Audited Accounts 2021-2022**





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**INDEPENDENT AUDITOR'S REPORT  
TO THE READERS OF THE NEW ZEALAND PSYCHOLOGISTS BOARD  
PERFORMANCE REPORT FOR THE YEAR ENDED 31 MARCH 2022**

The Auditor-General is the auditor of the New Zealand Psychologists Board. The Auditor-General has appointed me, Chrissie Murray, using the staff and resources of Baker Tilly Staples Rodway Audit Limited, to carry out the audit of the performance report of the New Zealand Psychologists Board on his behalf.

**Opinion**

We have audited the performance report of the New Zealand Psychologists Board, that comprises the entity information, the statement of financial position as at 31 March 2022, the statement of financial performance, the statement of movements in equity and statement of cash flows for the year ended on that date and the notes to the performance report that include accounting policies and other explanatory information.

In our opinion, the performance report of the New Zealand Psychologists Board:

- presents fairly, in all material respects:
  - the entity information;
  - its financial position as at 31 March 2022; and
  - its financial performance and cash flows for the year then ended; and
- complies with generally accepted accounting practice in New Zealand and has been prepared in accordance with Public Benefit Entity Simple Format Reporting – Accrual (Public Sector).

Our audit was completed on 26 October 2022. This is the date at which our opinion is expressed.

The basis of our opinion is explained below. In addition, we outline the responsibilities of the Board and our responsibilities relating to the performance report, and we explain our independence.

**Basis of opinion**

We carried out our audit in accordance with the Auditor-General's Auditing Standards, which incorporate the Professional and Ethical Standards and International Standards on Auditing (New Zealand) issued by the New Zealand Auditing and Assurance Standards Board. Our responsibilities under those standards are further described in the Responsibilities of the Auditor section of our report.

We have fulfilled our responsibilities in accordance with the Auditor-General's Auditing Standards.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Responsibilities of the Board for the performance report**

The Board is responsible for preparing the performance report that is fairly presented and that complies with generally accepted accounting practice in New Zealand.

The Board is responsible for such internal control as it determines is necessary to enable the preparation of the performance report that is free from material misstatement, whether due to fraud or error.

Baker Tilly Staples Rodway Audit Limited, incorporating the audit practices of Christchurch, Hawkes Bay, Taranaki, Tauranga, Waikato and Wellington.

Baker Tilly Staples Rodway Audit Limited is a member of the global network of Baker Tilly International Limited, the members of which are separate and independent legal entities.

In preparing the performance report, the Board is responsible on behalf of the New Zealand Psychologists Board for assessing the Board's ability to continue as a going concern. The Board is also responsible for disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless there is an intention to liquidate the New Zealand Psychologists Board or to cease operations, or there is no realistic alternative but to do so.

The Board's responsibilities arise from the Health Practitioners Competence Assurance Act 2003.

#### **Responsibilities of the auditor for the audit of the performance report**

Our objectives are to obtain reasonable assurance about whether the performance report, as a whole, is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance but is not a guarantee that an audit carried out in accordance with the Auditor-General's Auditing Standards will always detect a material misstatement when it exists. Misstatements are differences or omissions of amounts or disclosures and can arise from fraud or error. Misstatements are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of readers taken on the basis of the performance report.

We did not evaluate the security and controls over the electronic publication of the performance report.

As part of an audit in accordance with the Auditor-General's Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. Also:

- We identify and assess the risks of material misstatement of the performance report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- We obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Board's internal control.
- We evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the governing body.
- We conclude on the appropriateness of the use of the going concern basis of accounting by the Board and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the New Zealand Psychologists Board's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the performance report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the New Zealand Psychologists Board to cease to continue as a going concern.
- We evaluate the overall presentation, structure and content of the performance report, including the disclosures, and whether the performance report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Board regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Our responsibility arises from the Public Audit Act 2001 and section 134(1) of the Health Practitioners Competence Assurance Act 2003.



### Independence

We are independent of the New Zealand Psychologists Board in accordance with the independence requirements of the Auditor-General's Auditing Standards, which incorporate the independence requirements of Professional and Ethical Standard 1 (Revised): *Code of Ethics for Assurance Practitioners* issued by the New Zealand Auditing and Assurance Standards Board.

Other than the audit, we have no relationship with, or interests in, the New Zealand Psychologists Board.

Chrissie Murray  
Baker Tilly Staples Rodway Audit Limited  
On behalf of the Auditor-General  
Wellington, New Zealand

# Entity Information

For the year ended 31 March 2022

<b>Legal Name of Entity:</b>	<b>NEW ZEALAND PSYCHOLOGISTS BOARD</b>
<b>Type of Entity and Legal Basis:</b>	The New Zealand Psychologists Board (the Board) is a body corporate established by the Health Practitioners Competence Assurance Act 2003 (HPCA Act) and is a Responsible Authority under the HPCA Act.
<b>Entity's Purpose or Mission:</b>	<p>The Board is established under the HPCA Act that enables self-regulation of various health professions – the principle purpose of the HPCA Act being to protect the health and safety of members of the public through an effective framework of regulation that ensure Psychologists are competent and fit to practise their profession.</p> <p>The functions of the Board are to:</p> <ol style="list-style-type: none"> <li>1. Prescribe the qualifications required for scopes of practice within the professions, and, for that purpose, to accredit and monitor educational institutions and degrees, courses of studies, or programmes:</li> <li>2. Authorise the registration of Psychologists under the HPCA Act, and to maintain registers:</li> <li>3. Consider applications for annual practising certificates (APCs):</li> <li>4. Review and promote the competence of Psychologists:</li> <li>5. Recognise, accredit, and set programmes to ensure the ongoing competence of Psychologists:</li> <li>6. Receive and act on information from health practitioners, employers, and the Health and Disability Commissioner about the competence of Psychologists:</li> <li>7. Notify employers, the Accident Compensation Corporation, the Director-General of Health, and the Health and Disability Commissioner that the practice of a Psychologist may pose a risk of harm to the public:</li> <li>8. Consider the case of Psychologists who may be unable to perform the functions required for the practice of their profession:</li> <li>9. Set standards of clinical competence, cultural competence, and ethical conduct to be observed by Psychologists:</li> <li>10. Liaise with other authorities appointed under the HPCA Act about matters of common interest:</li> <li>11. Promote education and training in the profession:</li> <li>12. Promote public awareness of the responsibilities of the authority:</li> <li>13. Exercise and perform any other functions, powers, and duties that are conferred or imposed on it by or under the HPCA Act or any other enactment.</li> </ol>
<b>Entity Structure:</b>	The Board has nine (9) members; six (6) Psychologists and three (3) lay members. Board Members are appointed by the Minister of Health.
<b>Main Sources of the Entity's Cash and Resources:</b>	The Board has received its main income from Annual Practising fees paid by registered Psychologists.
<b>General Description of the Entity's Outputs:</b>	Safe and effective Psychological care for all members of the public.
<b>Contact Details:</b>	<p><b>Physical Address:</b> Level 5, 22 Willeston Street, Wellington 6011</p> <p><b>Postal Address:</b> PO Box 9644, Wellington 6141</p> <p><b>Phone:</b> 04 - 471 4580</p> <p><b>Email:</b> <a href="mailto:info@nzpb.org.nz">info@nzpb.org.nz</a></p> <p><b>Website:</b> <a href="http://www.psychologistsboard.org.nz">http://www.psychologistsboard.org.nz</a></p>



NEW ZEALAND PSYCHOLOGISTS BOARD

## Statement of Financial Performance

For the year ended 31 March 2022

	Note	2022 \$	2021 \$
<b>REVENUE</b>			
APC fees		1,511,766	1,588,698
Education Income		31,748	7,391
Registration fees		86,012	115,939
Non-Practising fees		30,930	29,343
Other income and cost recoveries		11,551	36,704
Interest		36,872	60,393
Disciplinary Orders		39,616	64,620
<b>Total Revenue</b>		<b>1,748,494</b>	<b>1,903,087</b>
<b>EXPENDITURE</b>			
Board & committees	1	96,755	232,426
Secretariat	2	1,297,617	1,109,017
Disciplinary expenses	3	240,993	339,446
<b>Total Expenditure</b>		<b>1,635,365</b>	<b>1,680,889</b>
<b>NET SURPLUS/(DEFICIT)</b>		<b>113,129</b>	<b>222,198</b>

NEW ZEALAND PSYCHOLOGISTS BOARD

## Statement of Movement in Equity

For the year ended 31 March 2022

	2022 \$	2021 \$
Accumulated funds at the beginning of period	2,440,793	2,218,595
Net surplus/(deficit) for the period	113,129	222,198
<b>ACCUMULATED FUNDS AT THE END OF PERIOD</b>	<b>2,553,922</b>	<b>2,440,793</b>

The accompanying notes form part of these financial statements.



## Statement of Financial Position

As at 31 March 2022

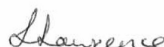
	Note	2022 \$	2021 \$
<b>EQUITY</b>	7	<b>2,553,922</b>	<b>2,440,793</b>
<b>CURRENT ASSETS</b>			
Cash and cash equivalents		982,570	613,781
Investments		3,349,308	3,482,967
Accounts receivable	5	6,540	12,536
Prepayments		6,152	24,697
Other assets		15,123	16,068
<b>Total Current Assets</b>		<b>4,359,693</b>	<b>4,150,049</b>
<b>NON-CURRENT ASSETS</b>			
Fixed assets	4	26,762	38,927
Intangible assets	4	36,677	35,905
<b>Total Assets</b>		<b>4,423,132</b>	<b>4,224,881</b>
<b>CURRENT LIABILITIES</b>			
Accounts payable and accruals	8	108,745	127,298
Employee costs payable	9	82,499	52,275
Income in advance	6	1,465,439	1,407,151
Goods and services tax		196,088	186,989
WHT payable		16,439	10,375
<b>Total Current Liabilities</b>		<b>1,869,210</b>	<b>1,784,088</b>
<b>Total Liabilities</b>		<b>1,869,210</b>	<b>1,784,088</b>
<b>NET ASSETS</b>		<b>2,553,922</b>	<b>2,440,793</b>

For and on behalf of the Board.



Board Chair

Dated: 18/10/2022



Deputy Chair

Dated: 18/10/2022

The accompanying notes form part of these financial statements.



NEW ZEALAND PSYCHOLOGISTS BOARD

# Statement of Cash Flows

For the year ended 31 March 2022

	2022 \$	2021 \$
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
<i>Cash was received from:</i>		
Statutory fees	1,567,008	1,496,289
Registration income	86,012	115,939
Other fees	122,887	98,661
Interest revenue	37,817	68,765
<i>Cash was applied to:</i>		
Payments to suppliers & employees	(1,564,696)	(1,575,532)
Payment/(refund) IRD for GST	9,099	(15,549)
<b>Net cash flows from operating activities</b>	<b>258,127</b>	<b>188,572</b>
<b>CASH FLOWS FROM INVESTING AND FINANCING ACTIVITIES</b>		
<i>Cash was received from:</i>		
Short-term investments	1,302,295	2,476,210
<i>Cash was applied to:</i>		
Purchase of fixed assets	(22,997)	(22,269)
Short-term investments	(1,168,636)	(2,407,967)
<b>Net Cash Flows from Investing and Financing Activities</b>	<b>110,662</b>	<b>45,974</b>
<b>NET INCREASE / (DECREASE) IN CASH</b>	<b>368,789</b>	<b>234,547</b>
Opening Cash Brought Forward	613,780	379,234
<b>CLOSING CASH CARRIED FORWARD</b>	<b>982,570</b>	<b>613,780</b>
<i>Represented by:</i>		
<b>Cash and cash equivalents</b>	<b>982,570</b>	<b>613,780</b>

The accompanying notes form part of these financial statements.

# Statement of Accounting Policies

For the year ended 31 March 2022

## BASIS OF PREPARATION

The Board is a body corporate established by the Health Practitioners Competence Assurance Act 2003 and is a Responsible Authority under that Act.

The financial statements have been prepared in accordance with generally accepted accounting practice in New Zealand (NZ GAAP) and have been prepared on the basis of historical cost.

The Board has elected to apply PBE SFR-A (PS) Public Benefit Entity Simple Format Reporting – Accrual (Public Sector) on the basis that it does not have public accountability and has total annual expenses of equal to or less than \$2,000,000. All transactions in the Performance Report are reported using the accrual basis of accounting. The Performance Report is prepared under the assumption that the entity will continue to operate in the foreseeable future.

## SPECIFIC ACCOUNTING POLICIES

### Income recognition

Fees received for the issue of APCs and register maintenance are recognised in the year to which the fees relate. All other fees are recognised on receipt.

### Interest Income

Interest Income is recognised as it is earned using the effective interest method.

### Receivables

Receivables are stated at estimated realisable values.

### Property, plant & equipment

Initially stated at cost and depreciated as outlined below. Initial cost includes the purchase consideration plus any costs directly attributable to bringing the asset to the location and condition required for its intended use. Assets are written down immediately if any impairment in the value of the asset causes its recoverable amount to fall below its carrying value.

### Intangible Assets

Intangible Assets comprise non-physical and non-financial assets which have a benefit to the Board for periods extending beyond the year the costs are incurred.

### Depreciation

Fixed Assets are shown at original cost less accumulated depreciation. Depreciation has been

calculated over the expected useful life of the assets at the following rates:

<i>Office Furniture</i>	18.0% Diminishing value
<i>Office Equipment</i>	31.2% - 40.0% Diminishing value
<i>Computer Equipment</i>	48.0% Diminishing value
<i>Leasehold Alterations</i>	5 years Straight line

### Amortisation

Websites and Databases have a finite useful life. The Website and Database are capitalised and amortised over their currently estimated useful life of 5 years on a straight line basis.

*Database & Website* 5 years Straight line

### Taxation

The Board is registered as a charitable entity under the Charities Act 2005. The Board is exempt from Income Tax.

### Investments

Investments are recognised at cost. Investment income is recognised on an accruals basis where appropriate.

### Goods & Services Tax

The board is registered for Goods & Services Tax (GST), and all amounts are stated exclusive of GST, except for receivables and payables that are stated inclusive of GST

### Leases

Payments made under operating leases are recognised in the statement of financial performance on a basis representative of the pattern of benefits expected to be derived from the leased asset.

### Cash and cash equivalents

Cash and cash equivalents includes petty cash, cheque account and saving account with banks.

### Employee entitlements

Provision is made in respect of the Board's liability for annual leave at balance date. Annual leave has been calculated on an actual entitlement basis at current rates of pay. No provision is made for sick leave entitlement as this does not accumulate.

### Changes in accounting policies

There have been no changes in accounting policies.

### Comparatives

Some prior year comparative figures have been reclassified to match current year disclosure.



NEW ZEALAND PSYCHOLOGISTS BOARD

## Notes to the Financial Statements

*For the year ended 31 March 2022*

	Note	2022 \$	2021 \$
<b>1. BOARD &amp; COMMITTEES</b>			
Conferences		2,388	1,994
Fees		59,879	186,324
Meeting expenses, training, travel & others		8,966	40,913
Projects		25,523	3,195
		<b>96,755</b>	<b>232,426</b>

**Board Fees paid as follows:**

John Bushnell, Board Member		29,531	73,724
Ann Connell (Finished)		–	13,680
Ainsleigh Cribb-Su'a, Board Member		4,604	15,600
Bradley Watson (Finished in December 2020)		–	12,000
Elliot Bell (Finished in August 2021)		3,515	15,600
Lisa Lawrence (elected Deputy Chairperson in May 2022)		5,767	15,480
Nalini Meyer (elected Chairperson in May 2022)		16,215	26,781
Tania Cargo, Board Member		248	8,040
John Eatwell, Board Member (joined in May 2022)		–	–
Valerie Tan, Board Member (joined in May 2022)		–	–
Emma Sutich, Board Member (joined in May 2022)		–	–
Dianne Ball, Board Lay Member (appointed in May 2022)		–	–
		<b>59,879</b>	<b>181,625</b>

The Board has related party transactions with respect to fees paid to the Board members and with respect to Board members who pay to the Board PC fees and disciplinary levies as Psychologists. Fees paid to the Board members for attending Board, committee and working party meetings and participating in other forums are disclosed.

**2. SECRETARIAT**

Audit fees		9,622	8,272
Depreciation & amortisation	4	34,390	45,831
Legal costs		52,315	27,630
Occupancy costs		59,443	54,428
Other costs		132,782	148,866
Personnel costs		689,254	640,267
Professional fees		314,805	178,235
Telephone, Postage & Printing and Stationery		5,006	5,488
		<b>1,297,617</b>	<b>1,109,017</b>

## Notes to the Financial Statements

For the year ended 31 March 2022

	2022 \$	2021 \$
<b>3. DISCIPLINARY EXPENSES</b>		
PCC Investigation expense	201,926	191,404
Doubtful debts	–	56,820
HPDT Hearing expense	39,067	91,222
	<b>240,993</b>	<b>339,446</b>

**4. PROPERTY, PLANT & EQUIPMENT AND INTANGIBLE ASSETS**

	Opening carrying value	Current year additions	Current year disposals/ sales	Current year depreciation amortisation & impairment	Closing carrying value
<b>AT 31 MARCH 2022</b>					
Furniture & fittings	14,336	4,254	–	(3,245)	15,345
Office equipment	1,848	463	–	(877)	1,434
Computer equipment	15,357	2,039	(471)	(7,846)	9,073
Office refit	7,391			(6,482)	909
	<b>38,932</b>	<b>6,756</b>	<b>(471)</b>	<b>(18,449)</b>	<b>26,762</b>
Database & Website software	35,905	16,713	–	(15,941)	36,677
	<b>35,905</b>	<b>16,713</b>	<b>–</b>	<b>(15,941)</b>	<b>36,677</b>

	Opening carrying value	Current year additions	Current year disposals/ sales	Current year depreciation amortisation & impairment	Closing carrying value
<b>AT 31 MARCH 2021</b>					
Furniture & fittings	15,313	2,390	(500)	(2,867)	14,336
Office equipment	785	1,651		(587)	1,848
Computer equipment	12,174	12,594	(642)	(8,769)	15,357
Office refit	20,478			(13,087)	7,391
	<b>48,750</b>	<b>16,635</b>	<b>(1,142)</b>	<b>(25,311)</b>	<b>38,932</b>
Database & Website software	49,644	6,781	–	(20,520)	35,905
	<b>49,644</b>	<b>6,781</b>	<b>–</b>	<b>(20,520)</b>	<b>35,905</b>





NEW ZEALAND PSYCHOLOGISTS BOARD

# Notes to the Financial Statements

For the year ended 31 March 2022

	2022 \$	2021 \$
<b>5. ACCOUNTS RECEIVABLE</b>		
Accounts receivable	63,360	69,356
Less provision for doubtful debts	(56,820)	(56,820)
Accrued income	–	–
	<b>6,540</b>	<b>12,536</b>
<b>6. INCOME IN ADVANCE</b>		
<i>Fees received relating to next year</i>		
APC fees	1,427,893	1,372,652
Non-Practising fee	26,964	23,917
Accreditation fees in advance	10,583	10,583
	<b>1,465,439</b>	<b>1,407,151</b>
<b>7. EQUITY</b>		
<b>GENERAL RESERVE</b>		
<i>Accumulated surpluses with unrestricted use</i>		
Balance at 1 April	1,143,295	646,271
Surplus/(deficit) for year	314,506	497,024
Balance at 31 March	1,457,801	1,143,295
<b>DISCIPLINE RESERVE</b>		
Opening Balance	1,297,498	1,572,324
Disciplinary orders & recoveries	39,616	64,620
Provision for Doubtful debts	–	(56,820)
Discipline Costs	(240,993)	(282,626)
<b>Balance at 31 March</b>	<b>1,096,121</b>	<b>1,297,498</b>
<b>TOTAL RESERVES</b>	<b>2,553,922</b>	<b>2,440,793</b>
General reserve is used for operating expenses.		
Discipline reserve is used for the Professional Conduct Committees and Health Practitioners Disciplinary Tribunal costs.		
<b>8. ACCOUNTS PAYABLE &amp; PROVISIONS</b>		
Accounts payable	93,790	96,773
Accrued expenses	14,955	30,525
	<b>108,745</b>	<b>127,298</b>

# Notes to the Financial Statements

For the year ended 31 March 2022

	2022 \$	2021 \$
<b>9. EMPLOYEE COSTS PAYABLE</b>		
PAYE owing	12,660	11,543
Salary accrual	10,725	6,879
Holiday pay accrual	55,922	30,842
Kiwisaver contributions owing	3,193	3,011
	<b>82,499</b>	<b>52,275</b>

## 10. COMMITMENTS

The Board has entered into a Service Level Agreement (SLA) with the Nursing Council of New Zealand for the provision of back office corporate services. This SLA is for an initial term of 5 years. The future estimated commitments based on the expected costs included in this agreement as at 31 March 2022 are: Property \$38,002, Corporate Services \$59,548, Total \$97,550 per annum. Premises lease cost was reviewed and changed from 1st February 2022.

	2022 \$	2021 \$
Due in 1 year	97,550	89,921
Due between 1-2 years	97,550	89,921
Due between 2-5 years	178,842	254,777
	<b>373,943</b>	<b>434,619</b>

The lease agreement is in the name of Nursing Council of New Zealand.

## 11. CREDIT CARD FACILITY

Three MasterCard credit cards with a limit of \$5,000 each, held with Westpac.

## 12. RELATED PARTY TRANSACTIONS

There were no transactions involving related parties during the year. (2021 \$Nil)

Total remuneration paid to the Board members and Committees during the year are disclosed in Note 1.

Total remuneration paid to other key management during the year is as follows::

	2022 \$	2021 \$
Remuneration	306,352	317,652
Number of full time staff	2.11	1.65

There were no other transactions involving related parties during the year.



NEW ZEALAND PSYCHOLOGISTS BOARD

## Notes to the Financial Statements

*For the year ended 31 March 2022*

### 13. CONTINGENT LIABILITIES

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There are no contingent liabilities at balance date. (2021 \$Nil)

### 14. ASSETS HELD ON BEHALF OF OTHERS

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There were no assets held on behalf of others during the financial year. (2021: \$Nil)

### 15. CORRECTION OF ERRORS

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There were no correction of errors at balance date. (2021: \$Nil)

### 16. SHARED SERVICES

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In 2015/16, Nursing Council of New Zealand, Occupational Therapy Board of New Zealand, Podiatrists Board of New Zealand, Dietitians Board, Midwifery Council of New Zealand, Psychotherapists Board of Aotearoa New Zealand, Osteopathic Council of New Zealand, Chiropractic Board, Psychologist Board, and Optometrists & Dispensing Opticians Board entered into an agreement to co-locate to 22 Willeston Street, Wellington. The lease agreement for 22 Willeston Street (signed solely by Nursing Council of New Zealand) is for five years taking effect from 1st February 2021 and expiring on 1st February 2026.

To facilitate the management of shared resources, including a joint lease agreement for office rental purposes and corporate supports, the ten RAs entered into an agreement for the provision of corporate services.

### 17. SUBSEQUENT EVENTS

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There were no subsequent events at balance date. (2021: \$Nil)





New Zealand  
**PSYCHOLOGISTS BOARD**

Te Poari Kaimātai Hinengaro  
o Aotearoa