



**Te Poari Kaimātai Hinengaro o Aotearoa**

**NEW ZEALAND PSYCHOLOGISTS BOARD**

## **2023 Roadshow – handout for rōpū karaka**

### **Improving cultural competency in the current workforce**

The Board is required, under section 118 of the Act, to “set standards of clinical competence, cultural competence (including competencies that will enable effective and respectful interaction with Māori) and ethical conduct” to be observed by psychologists.

In updating its standards of competence, the Board needs to think about what supports psychologists will need in order to meet new requirements. Each psychologist will be at a different point in their journey, but at some point, it is likely that the Board will need to assure itself of the cultural competence of all psychologists practising in Aotearoa New Zealand.

#### **Questions**

The questions below are conversation-starters only. This session is an open session to invite your thoughts on how psychologists can better serve tangata whenua.

Think about yourself and your colleagues, psychologists who are already registered and practising – (i.e., this is not about training programmes). Bear in mind that it’s possible some psychologists have done little to no work relating to cultural safety.

- What is the minimum knowledge set you think every psychologist must have in order to provide safe, effective and respectful interactions with Māori?
- What is the minimum skill set, and how can it be achieved?
- What are the barriers to accessing appropriate training and how can those barriers be reduced?
- Are there particular training programmes or models of training that you think would be useful if you could access them?
- Do you think an annual cultural competence requirement should be added to the CCP? If no, how else can the Board assure itself that all psychologists are culturally competent?
- What would you like to see in a training programme, if one was developed?

**KARAKA**

- What are your thoughts on the Board requiring all psychologists (unless exempted due to prior knowledge) to complete a programme along the lines of that intended for overseas trained psychologists (copy below)?
- Can we learn from what we are doing in this process to improve cultural safety for Pasifika, and tangata whaikaha (disabled people) who have been identified (with Māori) in Te Pae Tata as priority equity groups?

## **DRAFT Cultural Safety Competence Programme for all provisional psychologists (PROV-COMP) (currently in consultation)**

### **Policy statement**

The Board has statutory obligations to ensure that all registered psychologists are providing safe and competent psychology services to the Aotearoa New Zealand public. This includes the provision of culturally safe psychology services to Māori – Aotearoa New Zealand’s indigenous population.

The Board believes that, while overseas-trained psychologists may have appropriate qualifications and professional practice skills, the application of these in the context of the unique Aotearoa New Zealand health sector - and the unique needs of tangata whenua (*literally “the people of the land” - a phrase which refers to Māori as Aotearoa New Zealand’s indigenous population*)- can present challenges and risks to the public.

The Psychologists Board (the Board) therefore requires all overseas-trained psychologists to satisfactorily complete a competence programme under section 40 of the Health Practitioners Competence Assurance Act 2003 (the Act). The programme must be completed within two years of registration.

The competence programme is designed to:

- Provide a supportive framework for overseas-trained psychologists to learn and develop knowledge
- and competencies specific to providing psychology services in the Aotearoa New Zealand context, with particular focus on equitable and safe psychology services for Māori; and
- Provide the Board with assurance that psychologists who trained outside of Aotearoa New Zealand

- are safe and competent to practise independently in the Aotearoa New Zealand context.

## Background

1. The principal purpose of the Act is to protect public health and safety by ensuring health practitioners are competent and fit to practise. As the responsible authority for registered psychologists the Board has obligations to (among other things) satisfy itself that any applicant for registration as a psychologist:
  - Is fit to practise in terms of section 16 of the Act; and
  - has both the qualifications and the competence to provide psychology services in Aotearoa New Zealand.
2. The Board has accredited Aotearoa New Zealand training institutions that deliver education in psychology to the standard required by the Board for registration in each of the psychology scopes of practice. The Board has prescribed these qualifications for registration in the appropriate psychologist scope of practice under section 12 of the Act.
3. The Board has not accredited any overseas training institutions for this purpose. To satisfy itself that overseas-trained registrants are competent to practise in the Aotearoa New Zealand context – including providing equitable and culturally safe psychology services for tangata whenua - the Board has set requirements for all new overseas-trained registrants to demonstrate this within two years of registration.

## Programme requirements

4. If you are a registered in the Provisional Psychologist scope of practice, you must satisfactorily complete the requirements of the Competence Programme (*known as the PROV-COMP*) set out below within the timeframe set out in this document. This is a condition of your registration; if you are unable to complete the PROV-COMP within the two-year timeframe of your provisional psychologist registration, your registration may expire.

Task	Evidence	Timeframe
<p>1 Work with your supervisor to develop a continuing competence plan that focuses on Aotearoa New Zealand-specific issues. This will depend on the scope of practice in which you are registered, and might include, but is not limited to:</p> <ul style="list-style-type: none"> <li>• Knowledge of NZ legislation relevant to role</li> <li>• Knowledge of NZPB Continuing Competence Programme</li> <li>• Knowledge of NZPB Guidelines on Cultural Safety, Keeping Records, Informed Consent, and Supervision</li> <li>• Knowledge of other NZPB guidelines relevant to practice area</li> <li>• Knowledge of Code of Ethics</li> <li>• Understanding and application of te Tiriti o Waitangi</li> <li>• Māori knowledge and models relevant to practice area</li> </ul> <p>Understanding third-party funding arrangements and any related expectations or standards set by funders (e.g., ACC, Ministry of Education, Employers).</p>	<p>Provision of first year's CCP to the Board's Psychology Advisors within 3 months of registration.</p>	<p><i>Evidence for Tasks 1 and 2 must be submitted to the Board together (i.e., in a single email), and within 3 months of registration.</i></p>
<p>2 Satisfactorily complete the online programme <a href="#">Cultural Competency (Maori)</a> delivered by <a href="http://www.mauriora.co.nz">www.mauriora.co.nz</a></p>	<p>Provision of the certification of completion issued by Mauriora</p>	

3	Review the Ministry of Health's <a href="#">Māori Health Models</a> and reflect on how you can incorporate these models into your psychology practice when working with Māori. Seek advice and/or support from a colleague if required.	Reflection provided to Board	<i>Evidence for Tasks 3, 4 and 5 must be submitted to the Board together (i.e., in a single email) after 9 months and at least one month before 18 months of registration.</i>
4	In supervision, reflect on your first year in practice, including observing any biases or assumptions you had when you arrived, and how these have changed since you started practising in New Zealand.	Reflection signed off by supervisor and provided to Board	
5	<p>Read:</p> <ul style="list-style-type: none"> <li>• Board standards of clinical competence</li> <li>• Board standards of cultural competence</li> <li>• Board Code of Ethics</li> </ul> <p>And complete a reflection on practice experiences that relate to each of the above. All reflections must be discussed with, and signed off by, your clinical supervisor.</p>	Each reflection signed off by supervisor and provided to Board.	

5. In addition to the above tasks, your supervisor will be required to provide the Board with quarterly supervision reports for the duration of your competence programme.
6. The Board expects that this programme will take up to 18 months to complete. The reason for this is that several tasks require you to develop understanding of culturally safe practice when working with tangata whenua, and to apply that understanding to your practice before you will be in a position to reflect. The Board is therefore

unlikely to consider that you have satisfactorily completed the requirements of the competence programme if you submit your evidence for Tasks 3, 4 and 5 before you have been registered (and practising) for 9 months.

Completion of requirements

7. The Board strongly recommends that you aim to complete the requirements of the PROV-COMP within 18 months of registration. This will allow time for you to submit your documentation for assessment and to address any feedback provided well before the two-year time limit on your provisional registration.
8. You will be advised by email when the Board determines that you have satisfied the requirements of the competence programme.