



**Te Poari Kaimātai
Hinengaro o Aotearoa**

NEW ZEALAND PSYCHOLOGISTS BOARD

**Expression of Interest
Assistant/Associate Psychologist Role**

**To Develop the Scope of Practice, Competencies and
support Accreditation Process**

October 2024



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1. CALL FOR EXPRESSIONS OF INTEREST

To develop the Scope of Practice, Competencies and support Accreditation processes for the Assistant/Associate Psychologist Role

Expression of Interest released: Thursday 31 October 2024

Deadline for Expressions: Wednesday 13 November 2024 at 1700hrs

Contact for Questions: Vanessa Simpson
Vanessa.Simpson@NZPB.org.nz

Expressions to be in electronic format to: Projects@NZPB.org.nz



2. KEY INFORMATION

Context:

- (a) This document is an invitation to submit an expression of interest (EOI) to develop the Assistant/Associate Psychologist Scopes of Practice, Competencies and support Accreditation processes.
- (b) This EOI is open to individuals and organisations.
- (c) This EOI is the first step in a multi-step process. After evaluation, shortlisted respondents will be invited to participate in the next step being a formalised procurement process.

Timeline:

EOI released:	Thursday 31 October 2024
Deadline for Expression:	Wednesday 13 November 2024 at 1700hrs
Shortlisted respondents notified by:	Monday 18 November 2024
Contract Start Date:	Monday 2 December 2024

Key Contact:

Vanessa Simpson
Chief Executive, NZ Psychologist Board
Vanessa.Simpson@NZPB.org.nz

3. ABOUT THE NEW ZEALAND PSYCHOLOGISTS BOARD (NZPB)

The NZPB is a statutory authority that exists to protect the public, set standards, hear complaints or concerns, maintain a public register of practitioners and protect the title “Psychologist.”

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.



STRATEGIC PRIORITIES:

(1) Accessibility, Acceptability & Equity

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.

(2) Future Workforce

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.

(3) Elevating Māori paradigms in Psychology

We will support our workforce to be able to deliver to tangata whenua. We will support the bicultural space to be embraced and understood.

(4) Building Trust with the Profession

We will strengthen engagement with the psychology profession and encourage two way communications.

(5) Leadership

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.

VALUES

Manaakitanga | Kindness

Whanaungatanga | Togetherness

Tohungatanga | Expertise

Kaitiakitanga | Guardianship

Kotahitanga | Unity

4. THE OPPORTUNITY

NZPB has been contracted by Te Whatu Ora (TWO) to develop the Scope, Competencies and Accreditation processes for the new Assistant/Associate Psychologist training pathway. This pathway will lead to employment within services that provide psychological support to people with mental health and addictions needs. NZPB will provide Accreditation assessment and approval for training programmes that will commence in 2026.



WHAT WE NEED

NZPB is looking for a future thinking individual or entity with a psychology background to work alongside the Board's secretariat in developing the Scope, Competencies and support Accreditation processes to support the Assistant/Associate Psychologist model.

WHAT WE DON'T NEED

NZPB does not require a critique, evaluation or review of the Assistant/Associate Psychologist role. Whilst international models might be relevant, NZPB is committed to developing an 'indigenous' approach to the requirements.

WHAT IS IMPORTANT TO US?

As discussed in previous sections, NZPB is a values-based organisation. We are invested in our relationships with key stakeholders, including our lived experience communities, and uphold our obligations to te Tiriti o Waitangi.

WHY SHOULD YOU EXPRESS YOUR INTEREST?

This is a unique opportunity to work with the Board and their secretariat on an important workforce development project in Aotearoa New Zealand. This work aligns with many of our strategic priorities notably - equity of access, future workforce and elevating Māori paradigms in psychology.

Bring your strength of working from a Māori informed perspective, understanding of psychology, project management capability, and values alignment, to work with the Board's secretariat on this important mahi.

HOW WILL WE SUPPORT YOU?

We recognise the range of skills and competencies is quite significant. The Secretariat Assistant/Associate Psychologist Internal Steering Group, led by Tamara Lomas – Continuous Improvement Manager and including Gina Giannios - Deputy Registrar, Haidee Westwater – Psychology Advisor and Matua Brian Emery will be available for support and guidance as this project evolves.

Te Whatu Ora key advisors, including lived experience and Māori advisors will also provide secondary support and advice to the successful respondent.

WHAT'S IN A TITLE?

The Assistant Psychology Advisory Group (APAG), to Te Whatu Ora, have not yet landed on a name for this role, hence the use of Assistant/Associate Psychologist throughout the documentation.



5. REQUIREMENTS, OUTCOMES & DELIVERABLES

(A) THE ROLE FUNCTIONS AS AT 25 OCTOBER 2024

To date there is general agreement that the Assistant/Associate Psychologist role will:

- Enhance the workforce of mental health and addictions services across both primary and secondary sectors and kaupapa Māori services
- Be employable to psychological services within both mental health and general health (health sector)
- Have graduated from a yet to be established qualification covering theoretical and practical learning, informed by lived experience perspectives and te ao Māori
- As a minimum require an approved undergraduate psychology degree as a prerequisite for entry to training
- Have a clearly defined range of competencies that ensure Assistant/Associate Psychologist's work to the level of their training and experience
- Not to be permitted to work in sole practice

(B) DELIVERABLES

Deliverables by timeframe

- (1) Develop the Scope of Practice by 30 April 2025 inclusive of all TEOs (University, Wananga etc)
- (2) Develop a Competencies Framework for the training of Assistant/Associate Psychologists including cultural competency, cultural safety, and lived experience competency by 30 April 2025
- (3) Support the development of an Accreditation process for the training programmes by 31 October 2025
- (4) Identify supervision requirements within the Scope of Practice that will confirm completion of trained Assistant/Associate Psychologists by 31 October 2025

Deliverables by Engagement

- (5) Engage successfully with Māori across the development of services



- (6) Engage successfully with diverse population groups across the development of services
- (7) Engage successfully with lived experience across the development of services
- (8) Engage successfully with tertiary providers and relevant employers across the development of services

Deliverables by Demonstration

- (9) Demonstrate mapping of the Pae Ora (Healthy Futures) Act 2022 in competencies and scopes
- (10) Ensure Te Tiriti o Waitangi principles are across all deliverables

(C) REPORTING REQUIREMENTS

Regular reporting measures will be mapped to the project plan, milestones and outcomes.

6. CRITERIA FOR SHORTLISTING

WHAT ARE WE LOOKING FOR IN ORDER TO BE SHORTLISTED?

- (a) Demonstrated understanding of the subject matter
 - Scopes of Practice
 - Competencies
 - Accreditation processes
- (b) Demonstrated stakeholder engagement and regulatory authority expertise
- (c) Experience in project completion including appropriate project management disciplines
- (d) Key skills in working with Te Tiriti o Waitangi and the application thereof
- (e) Demonstrated capacity to undertake this assignment
- (f) We welcome expressions from individuals, collectives and organisations
- (g) A registered psychologist must be significantly engaged in this project