



Te Poari Kaimātai
Hinengaro o Aotearoa

NEW ZEALAND PSYCHOLOGISTS BOARD

Annual Report

2024/2025

Acronyms used in this report

AFR	Audit, Finance and Risk Committee
APC	Annual Practising Certificate
CCF	Conduct, Competence and Fitness Committee
CCP	Continuing Competence Programme
CRP	Competence Review Panel
HDC	Health and Disability Commissioner
HPCA	Health Practitioners Competence Assurance Act 2003 (The Act)
HPDT	Health Practitioners Disciplinary Tribunal
NZPB	New Zealand Psychologists Board
PC	Practising Certificate
PCC	Professional Conduct Committee
RA	Regulatory Authority
TTMR	Trans-Tasman Mutual Recognition Act 1997

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NEW ZEALAND PSYCHOLOGISTS BOARD
TE POARI KAIMĀTAI HINENGARO O AOTEAROA

Annual Report

1 APRIL 2024–31 MARCH 2025

New Zealand Psychologists Board | Te Poari Kaimātai Hinengaro o Aotearoa is pleased to present this report to the Minister of Health for the year ended 31 March 2025. This report detailing the operation of the Psychologists Board and its audited financial statements is presented in accordance with section 134(1) of the Health Practitioners Competence Assurance Act 2003.

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The 2024/2025
year in numbers

4967

Registered
Psychologists

4081

Practising
Psychologists



272

New
Registrants

58

New
Complaints

23

Accredited Training
Programmes

Introduction from the Board Chair

Tēnā koutou ngā karanga maha
Tēnā koutou ngā mate rangatira huhua
Tēnā koutou Te Poari Kaimatai o Hinengaro o Aotearoa
Tēnā koutou katoa.

Greetings to you all.

As I introduce the Annual Report for 2024/25, I want to acknowledge my sector colleagues, the leaders and Board members who have come before me, and the skilled and committed staff of the New Zealand Psychologists Board – Te Poari Kaimātai Hinengaro o Aotearoa (NZPB).

This Annual Report for 2024/25 captures important highlights of our work over the year ending 31st March 2025. We must acknowledge that 2024/25 was a complex year as seasons of change continued to affect our work and the lives of all New Zealanders.

NZPB's key priorities during the year have been to support the health sector in its response to the profound workforce shortages, migration challenges and rationalisation in mental healthcare delivery. I want to acknowledge the continued hard work and efforts of NZPB staff to support the applications for registration from new graduates and international applicants.

Unforeseen migration is a notable factor impacting workforce growth. We have worked closely with our counterparts in Australia, with large employers, training programmes and other government agencies to ensure New Zealanders continue to have access and choice in their care.

I note the lack of available data in respect to defining the level and impact of unfilled roles at

major employers, and to what extent this has had an impact on the public's access and choice in their care. Despite these interruptions to workforce stability, NZPB's work endeavoured to mitigate clinical impacts to New Zealanders. Despite the uncertainties, we achieved some major milestones this year.

During 2024/25 NZPB continued to work hard to increase the transparency and level of collaboration of our processes and information gathering. We have shared the analysis of a consultation on the proposal of a scopes of practice framework and the enculturation programme for new registrants from other jurisdictions (Raka Maui). It has been of great assistance to have the feedback and perspectives of our practitioners and others for these areas of improvement.

There has been significant focus on the refresh of the Code of Ethics which has been in place since 2002 and the development of a Code of Conduct to support the board in its obligations under section 118(j) of the HPCA Act.

We published the updated Informed Consent Guidelines for registrants, new Guidelines for AI Use and shared an Advertising Statement to provide guidance for registrants. These are all available on our website.

An important focus over the last half of the reporting period has been the development of a proposal for a new scope of practice, protected title, and corresponding supervision requirements. This as yet unnamed role has been an important opportunity for the sector to engage with one another and the Board. Focus has been on identifying how the needs of New Zealanders can be better met in order for those that are in need of psychological support to have access to suitable levels of care. This work is still in development as at the time of writing.

In conjunction with wider health sector reviews taking place, our focus has been on making a good system better and ensuring that we are as responsive as we can be to the challenges facing our health system. This year, NZPB began a refresh of our strategy. We want to make an even bigger contribution to the health and wellbeing of all New Zealanders. We are committed to continuous improvement in our systems and processes. I am proud of the way NZPB staff continued to step up to ensure workforce provisioning and prioritising the safety of all New Zealanders in receiving psychological services. The Board and I thank the staff of NZPB for their resilience, expertise, effort, and dedication, which ensure we are an effective and ever-improving organisation as we move into another challenging year.

Mauri ora



Lisa J Lawrence

Kaihautū | Chairperson

Hauora For All Strategy 2021-2025

We continue to work on an ambitious strategy to transform psychology in Aotearoa. To meet our strategic goals, we are working through a “whole systems review” project which encompasses changes to:

- **Competence and conduct standards;**
- **Accreditation standards;**
- **Registration pathways; and**
- **Scopes of practice.**

This is a complex multi-year project with many interweaving strands. We have been undertaking consultations with the profession and other stakeholders as we work our way through it.

Hauora for All Strategy 2021-2025

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

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

<p>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>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>Establish a regular report on equity of psychology in New Zealand.</p>	<p>Introduce new registration pathways for overseas applicants that ensures internationally-trained psychologists are equipped to provide services in Aotearoa.</p> <p>Explore the potential for a new psychology-related scope of practice, qualified to provide services for low-risk need.</p> <p>Strengthen the current accreditation process in collaboration with training providers and other stakeholders.</p>	<p>Update competency standards and the Code of Ethics for registered psychologists to reflect the Board's expectation of safe and ethical clinical and cultural psychology practice.</p> <p>Work with He Paiaka Tōtara to understand how we can support their leadership in psychology. The Secretariat will grow its capability working in Te Ao Māori, including implementing a diversity and inclusion framework throughout our organisation.</p> <p>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>Identify and implement strategies to support Māori psychologists into leadership and positions of influence.</p> <p>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"> • Increase in number of Māori psychologists • Increase in the number of psychologists that are available to all through public institutions 	<ul style="list-style-type: none"> • Increase in % of diverse populations on the psychologists register • Establishment of new training models 	<ul style="list-style-type: none"> • Every training programme teaches the application of the Meihana Model • Indigenous psychology is reflected in the accreditation standards
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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>Board representatives will be present and accountable at relevant psychology forums.</p> <p>Develop a communications strategy that addresses the need for genuine engagement, and regular, informative updates for stakeholders on our activities.</p> <p>Improve systems to ensure that notifications about psychologists' practice are managed in a timely, sensitive and effective way.</p> <p>We will hold wānanga with psychologists to kōrero on the direction of, and issues facing psychology.</p>	<p>Promote the use of te reo Māori in our communications and public profile.</p> <p>All policy and strategy decisions we make will identify our bicultural obligations and any opportunities to elevate Māori paradigms in psychology.</p> <p>Identify and develop strategic relationships that will progress key priorities for the Board:</p> <ul style="list-style-type: none"> • Accessibility, acceptability and equity • Future workforce • Elevating Māori paradigms <p>Report regularly on achievement of activities and outcomes in our strategy.</p>
<ul style="list-style-type: none"> • Improve engagement results with psychologists and training institutions 	<ul style="list-style-type: none"> • There is competition for appointments on the Board

What we did

The Board extends its gratitude to the many individuals and organisations who have supported our work over the past year. Through strengthened engagement with the psychology sector, we have advanced equity in training and practice while reinforcing trust through open communication and collaboration. These collective efforts lay the foundation for our continued progress across the five elements of our Strategic Plan—accessibility and equity, future workforce, elevating Māori paradigms, building trust, and leadership—ensuring psychology in Aotearoa remains responsive and enduring.

During the 2024/25 year:

Accessibility, Acceptability and Equity

The Board strengthened engagement across the sector through regular forums, reporting, and university partnerships, while advancing the accreditation standards review to ensure more equitable access to training and practice.

Future Workforce

We continued to focus on building a culturally responsive workforce by piloting cultural competency training for overseas-trained psychologists, progressing the Psychology Assistant scope of practice, and contributing to the Ministry of Health's workforce initiatives ensuring psychology's voice is represented in national workforce planning and development.

Elevating Māori Paradigms in Psychology

Partnership with He Paiaka Tōtara has been central to our work, alongside development of cultural competency frameworks, application of an equity lens across policies, and measures to ensure culturally safe training and practice standards.

Building Trust with the Profession

Through improved communications, advisory groups, wānanga, and regular updates, the Board has reinforced transparency and created meaningful opportunities for engagement with practitioners and stakeholders.

Leadership

We have demonstrated strong and accountable leadership by working alongside professional bodies, government and the wider sector. Our focus on collaboration and innovation has supported progress across the profession, while embedding cultural safety as a core expectation in training, practice, and regulation. This leadership ensures psychology remains responsive to the evolving needs of communities now and into the future.

Engagement from the Sector

- **66** applications were made to be on advisory panels
- **40** expressions of interest were received
- **55** people attended practitioner evenings
- **2854** responses were received for consultations that closed during this year

What we have planned

- Progress the cultural competency programme pilot for overseas trained psychologists – Raka Maui
- Review all professional guidelines
- Develop and enhance cultural competency framework for the Board Secretariat
- Investigate a CCP online portal
- Progress the proposed regulated Psychology Assistant role
- Progress the Accreditation Standards Review
- Finalise the replacement CRM database
- Continual website updates
- Commence the Ministry of Health Performance Audit
- Initiate an Overseas Trained Registration Process Review
- Initiate a Complaints Process Review
- Finalise the Code of Ethics and Code of Conduct
- Strategy refresh for 2025/2028
- Finalise organisational values

Report from the Chief Executive

Ngā mihi nui ki a koutou.

Over the past year, the Board has continued to build strong foundations while looking ahead to the future of psychology in Aotearoa New Zealand. We have strengthened communications with the sector, advanced the Psychology Assistant model, and taken steps to ensure equity and accessibility in training and practice. This has been achieved through direct engagement with universities and programme providers.

Elevating Māori paradigms has remained central to our work, with progress made on cultural competency frameworks and partnership with He Paiaka Tōtara to support emerging Māori leadership, embedding equity and cultural safety more deeply across the profession. We have also deepened engagement with practitioners through wānanga, advisory groups, and improved communications.

Alongside these initiatives, the Board has continued to deliver on its core business functions. This includes maintaining robust registration and accreditation processes, overseeing practitioner competence and conduct, and ensuring compliance with our regulatory responsibilities under the HPCA Act. These core activities safeguard public trust in psychology, uphold professional standards, and ensure that the workforce is equipped to provide safe, effective, and culturally responsive care.

Financial and operational sustainability has been maintained, while our focus on trust, collaboration, and culturally safe practice ensures the profession is well placed to meet the needs of communities into the future.

Vanessa Simpson
Chief Executive/Registrar | Tumuaki/Pouroki



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 Meetings

Supported by the Board Secretariat, agendas and supporting papers are prepared for each Board meeting. Formal minutes record the proceedings of each meeting. A quorum of five board members, including at least one member who is a layperson, is required for the Board to transact Board work.

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.

Five Board meetings were held between 1 April 2024 and 31 March 2025:

- 15th & 16th May
- 14th & 15th August
- 17th October
- 11th & 12th December
- 19th & 20th February



Board Members

Top L-R: Ms Lisa Lawrence; Dr Ainsleigh Cribb-Su'a; Ms Nalini Meyer; Dr Dianne Ball; Dr Tania Cargo.
Bottom L-R: Mr John Eatwell; Ms Emma Sutich; Dr Valerie Tan; Dr Elizabeth du Preez.

Who we are

The Chair and Deputy Chair are appointed by the Board at the first meeting of each year.

Members of the Psychologists Board for the 2024-2025 year:

Board Member	Date Appointed	Current Term Expires	Location
Ms Lisa Lawrence (Ngāti Ruapani, Ngāti Kahungunu) Lay member, Chair	6 November 2019	18 June 2026	Nelson
Dr Ainsleigh Cribb-Su'a (Ngāti Maniapoto, Ngāti Tamaterā, Ngāti Kauwhata) Clinical Psychologist, Deputy Chair	7 August 2017	6 April 2025	Auckland
Ms Nalini Meyer Lay member	27 August 2015	26 August 2025	Christchurch
Dr Dianne Ball Lay member	6 April 2022	6 April 2025	Wellington
Dr Tania Cargo (Ngāti Manu, Ngāti Maru, Tainui) Clinical Psychologist	6 November 2019	18 June 2026	Auckland
Mr John Eatwell Psychologist	6 April 2022	6 April 2025	Christchurch
Ms Emma Sutich Clinical Psychologist	6 April 2022	6 April 2025	Wellington
Dr Valerie Tan Clinical Psychologist	6 April 2022	6 April 2025	Dunedin
Dr Elizabeth du Preez Clinical Psychologist, Counselling Psychologist	19 June 2023	18 June 2026	Auckland

For further information on our Board members, please view our website:
<https://psychologistsboard.org.nz/about-us/board-members/>



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 at least three or four times per year, either by video conference 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 <https://psychologistsboard.org.nz/want-to-register/accredited-courses/>.

Membership includes Board members and external appointees with expertise in education and/or bicultural issues.

Tania Cargo (Chair), Elizabeth du Preez, Gina Giannios, Lynette Marchant (External), Bridgette Masters-Awatere (External), Clare-Ann Fortune (External)

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.

Membership comprises the Board Chair and two additional Board members with expertise in finance and risk.

Nalini Meyer (Chair), Lisa Lawrence, Dianne Ball, John Eatwell, Valerie Tan, Vanessa Simpson

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.

Membership includes Board members and external members with relevant expertise.

Dianne Ball (Chair), Emma Sutich, Valerie Tan, Vanessa Simpson, Gina Giannios, Ann Connell, Jane Freeman-Brown, Haidee Westwater, Justine Croxen, Fran Vertue (External)

Psychology Profession Advisory Forum (PPAF)

This quarterly forum maintains a positive constructive relationship between the Board, professional bodies and other interested parties within the profession. It provides an early and less formal opportunity for some consultative discussions with some stakeholders.

Members

Lisa Lawrence (Co Chair), John Bushnell (Co Chair), Ainsleigh Cribb-Su'a, Emma Sutich, Tania Cargo (University of Auckland Rep), Vanessa Simpson, Ann Connell, and various representatives from NZ College of Clinical Psychologists, NZ Psychological Society, He Paiaka Tōtara, Le Va, Ministry of Education, ACC, Te Whatu Ora & Regional DHBs, Department of Corrections, NZ Defence Force and Universities

Tūmāia Kaiārahi

Tūmāia Kaiārahi is an advisory committee to 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.
- Holding the Board to account on its policy and strategic decision-making, with reference to equity issues for Māori.

Importantly, Tūmāia Kaiārahi has been closely involved with the Board's review of competence standards for psychologists. The competence standards are critical for all of the Board's work, 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.

Membership includes Māori Board members and external Māori psychologists with cultural expertise.

Ainsleigh Cribb-Su'a (Convenor), Tania Cargo, Lisa Lawrence, Gina Giannios, Ann Connell, Matua Brian Emery, Simon Bennett (External), Maynard Gilgen (External), Suzanne Pitama (External), Waikaremoana Waitoki (External)

With Māori working closely with the Board in the design of the new competencies, the Board is confident that Māori – and indeed all consumers of psychology services – will be better served by the psychology profession.



Operations

The Board's staff are led by Chief Executive/Registrar, Vanessa Simpson. 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 Chief Executive/Registrar and its committees.

A review of the Secretariat structure has seen the addition of an Office Administrator and Lived Experience/Whānau/Consumer Advisor, along with the hiring of two additional Psychology Advisors to enable the Board to meet its strategic goals and complete Board approved and Ministry directed programmes of work.

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.



Part 2 of the HPCA Act Core Functions

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 2024 and beyond, recognising this is a significant programme of work.

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.

**Accredited” here and in subsequent references means accreditation of the educational organisation, or an educational course, by the New Zealand Psychologist*

“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 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 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 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 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.

There is a high number of accredited training programmes for the size of the psychology profession. This means that accreditation remains a busy part of the Board's work. Sourcing appropriately qualified assessors for assessment visits remains one of the biggest challenges for the Board.

Table 1: Status of accredited courses of study monitored by the Psychologists Board as at 31 March 2024

EDUCATIONAL ORGANISATION /COURSE OF STUDY	CURRENT STATUS	NEXT ASSESSMENT DUE
Auckland University of Technology (AUT) Te Wānanga Aronui o Tāmaki Makau Rau		
Postgraduate Diploma in Counselling Psychology – PGDipCounsPsych	Accredited	2030
Massey University Te Kunenga ki Pūrehuroa		
Doctor of Clinical Psychology – DClinPsych	Accredited	2027
Masters in Clinical Psychology – MCLinPsych	Accredited	2027
Postgraduate Diploma in Educational and Developmental Psychology – PGDipEdDevPsych	Accredited	2025
Postgraduate Diploma in Industrial/Organisational Psychology – PGDipl/OPsych	Accredited	2025 (not accepting enrolments)
Postgraduate Diploma in Psychological Practice – PGDipPsychPrac	Provisionally Accredited	2025
University of Auckland Waipapa Taumata Rau		
Doctor of Clinical Psychology – DClinPsych	Accredited	2025
Postgraduate Diploma in Applied Psychology (Applied Behaviour Analysis) – PGDipAppPsych(ABA)	Accredited	2025
Postgraduate Diploma in Clinical Psychology – PGDipClinPsych	Accredited	2025
Postgraduate Diploma in Health Psychology – PGDipHlthPsych	Accredited	2025
University of Canterbury Te Whare Wānanga o Waitaha		
Postgraduate Diploma in Child and Family Psychology – PGDipChFamPsych	Accredited	2029
Postgraduate Diploma in Clinical Psychology – PGDipClinPsych	Accredited	2029
Postgraduate Diploma in Organisational Psychology – PGDipOrgPsyc	Provisionally Accredited	2026
University of Otago Ōtākou Whakaihū Waka		
Postgraduate Diploma in Clinical Psychology – PGDipCIPs	Accredited	2029
Postgraduate Diploma in Neuropsychology – PGDipNeuropsych	Provisionally Accredited	2026
University of Waikato Te Whare Wananga o Waikato		
Postgraduate Diploma in Psychology (Clinical) – PGDipPsych(Clin)	Accredited	2025
Postgraduate Diploma in the Practice of Psychology (Applied Behaviour Analysis) – PGDipPracPsych(ABA)	Accredited	2025
Postgraduate Diploma in the Practice of Psychology (Community) – PGDipPracPsych(Comm)	Accredited	2030
Victoria University of Wellington Te Herenga Waka		
Postgraduate Diploma in Clinical Psychology – PGDipClinPsych	Accredited	2025
Postgraduate Diploma in Educational Psychology Practice – PGDipEPP	Accredited	2026
Postgraduate Diploma in Health Psychology Practice – PGDipHlthPsychPrac	Provisionally Accredited	2025

Table 2: Current status of accredited Supervision to Registration programmes monitored by the Psychologists Board as of 31 March 2024

SUPERVISION-TO-REGISTRATION AGENCY	CURRENT STATUS	NEXT ASSESSMENT DUE
New Zealand Department of Corrections Ara Poutama Aotearoa	Accredited	2026
New Zealand Defence Force Te Ope Kātua o Aotearoa	Accredited	2026

Registration and Practising Certificates

Registry overview

There were 4967 psychologists on the Register on 31 March 2025, of which 4081 held practising certificates.

There is an increase of practising psychologists since last year, which reflects the number of new psychologists being trained in New Zealand and a continued flow of overseas-trained psychologists moving to New Zealand.

The psychology workforce is, however, significantly under pressure. One of the Board's strategic goals to 2025/2026 is to identify and implement ways to alleviate this pressure and improve public access to psychology.

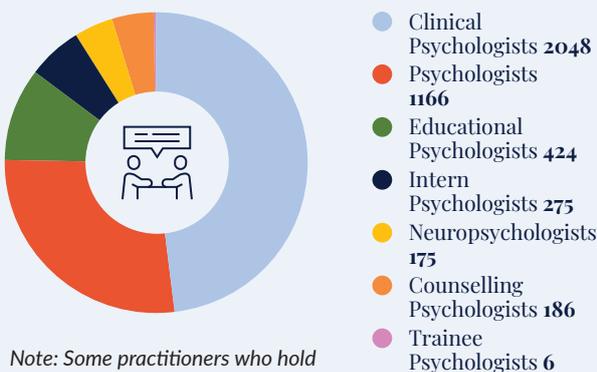
Applications for Registration

The Board registered 272 new psychologists in during the year – 16 more than the previous year.

All overseas-trained applicants were registered with a condition of supervision, apart from one who was here short term for a specific project. The Board is moving to ensure all registered psychologists are culturally competent to practise in New Zealand.

In all cases where the Board proposes to include a condition on the psychologist's scope of practice, or to decline the application, the applicant is advised of the proposal and the reasons for it and is invited to make submissions before a final decision is made.

Psychologists on the register with current practising certificates by scope of practice



Note: Some practitioners who hold a current practising certificate may hold multiple scopes of practice.

Number of registered psychologists with a current practising certificate as at 31 March 2025

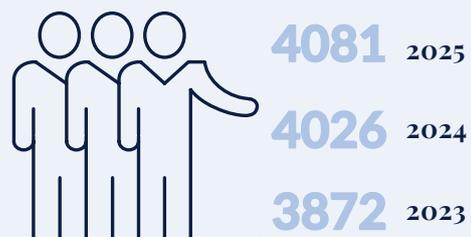


Table 3: Outcomes of applications for registration, by registration pathway 2024/2025

Descriptor	Section	Total Received	OUTCOMES		
			Registered with Conditions	Registered without Conditions	Declined
NZ trained applicants (all applicants for Intern and Trainee scopes of practice)	s15(1) HPCA Act	202	202	0	0
Overseas trained-applicants	s15(2) HPCA Act	67	53	1	13
Trans-Tasman Mutual Recognition applicants	s17(1) TTMR Act	16	0	16	0
Total Applications Considered		285	255	17	13

Table 4: Prioritised ethnicity

Ethnicity	31 March 2018	31 March 2019	31 March 2020	31 March 2021	31 March 2022	31 March 2023	31 March 2024	31 March 2025
Māori	144	158	167	168	187	207	223	244
Pacific People	30	36	46	47	57	57	63	59

As the table below shows, while domestic registrations and TTMRA pathway numbers have remained consistent with previous years, overseas pathway numbers have decreased slightly from the previous year.

Table 5: Number of applications received 2019/2020 to 2024/2025

	2019/2020	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025
New Zealand trained (all applicants for Intern and Trainee scopes of practice)	156	176	156	175	178	202
Overseas-trained	116	115	70	81	77	67
Trans-Tasman Mutual Recognition applicants	22	18	7	16	17	16
TOTAL	294	309	233	272	272	285

Parts 3 and 4 of the HPCA Act

Conduct, Competence and Fitness

Complaints and Conduct

The Conduct, Competence and Fitness Committee has been embracing the use of “non-regulatory tools” where it identifies issues that fall somewhere between deciding to take no further action and referring the matter to a conduct or competence process.

One of the options the CCF Committee employs is to seek a reflection from the psychologist – with the assistance of their supervisor – on the matters raised. In the CCF Committee’s view, this exercise has indicated genuine deep consideration and learning on the psychologist’s part, such that a recurrence of the issue is unlikely. The Board considers this can be an appropriate and proportionate way to deal with such matters.

During the year, the Board received 58 new complaints – 14 of these were regarding work for the Family Court, 33 were from health consumers relating to the care they received, 1 was raised by a health practitioner, 8 had to do with reports completed for ACC or the Department of Corrections, while the remainder involved practitioners practising without a practising certificate or were referred to the CCF Committee due to failing CCP audit. The Board also had 71 pending complaints from the year ending 2024.

Over the year, the CCF Committee considered 62 complaints. Of these, 47 were closed where it decided to take no further action or to issue an advisory/ educational letter to the practitioner. 9 matters were referred to a competence review, 4 matters were withdrawn by the complainant, 1 matter was closed with conditions and 1 practitioner was removed from the Register.

As at 31st March 2025, there are currently 10 Professional Conduct Committees in progress.

Family Court complaints

The challenge of the acute shortage of psychologists who are qualified, competent, and willing to be specialist report writers for the Family Court in custody disputes remains. The Board has met with the Principal Court Judge and is engaging on how both the Board and the Family Court can work together to resolve this ongoing issue.

Competence

Few competence notifications were received during the year, however, as is evidenced in our tables of notifications, several complaints resulted in referral to a competence review. The competence process is not disciplinary in nature; however, the Board appreciates that it is a challenging time for the psychologist being reviewed. Competence Review Panels (CRPs) are made up of two psychologist peers who have experience and/or training in conducting reviews. The psychologist being reviewed is always consulted on the proposed form of the review, and the proposed reviewers. The Board has made efforts to provide clearer information on its competence processes to those involved.

Fitness to Practise (Health)

Again, there were very few formal notifications of concerns about the fitness of psychologists; however, the Board’s Psychology Advisors regularly receive calls from members of the profession seeking guidance on fitness issues. Using our Fitness to Practise Policy, the Psychology Advisors assist those callers in considering the thresholds for referral (whether that is for themselves, or a peer), and their obligations to do so.

Overview of all complaints and notifications 2024/2025

Complaints and notifications pending on 1 April 2024	71
New complaints	58
New competence notifications	12
New fitness notifications	2
Total:	143

Outcome of all complaints and notifications 2024/2025

Awaiting Health & Disability Commissioner/Family Court	20
With CCF Committee/waiting for further information	47
No further action (Including Advisory/Educational Letter)	52
Referral to competence review	19
Referral to Professional Conduct Committee	8
Referral for fitness (health) assessment	1
Closed with conditions	1
Voluntary undertaking relating to health (no referral for fitness assessment)	1
Competence Programme	0
Removed from the Register	1
Withdrawn	5
Total	155

Health Practitioners Disciplinary Tribunal

The Tribunal heard charges relating to one psychologist during the 2024-25 year. The charges related to a breach of appropriate professional boundaries and concerns about her professional conduct. The psychologist was found guilty of professional misconduct, and an order cancelling their registration was made.



Analysis of Financial Position

The Board's 2024-25 budget reflects a planned deficit. While income remains steady at just over \$2.1 million, primarily from Annual Practising Certificate fees, rising costs have driven the deficit position.

A key driver has been disciplinary-related expenses, which increased by around 60% year-on-year including higher PCC investigation and competence review costs. In contract governance expenses were managed below budget, demonstrating prudent oversight.

The Board's strategic programme continues to be funded from the general reserve, supporting long-term sector initiatives, such as accreditation standards review and cultural competence development. However, the trend of escalating disciplinary costs has led to a reduction in the disciplinary reserve, which will require close monitoring to ensure sustainability.

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INDEPENDENT AUDITOR'S REPORT

TO THE READERS OF THE NEW ZEALAND PSYCHOLOGISTS BOARD'S PERFORMANCE REPORT FOR THE YEAR ENDED 31 MARCH 2025

The Auditor-General is the auditor of the New Zealand Psychologists Board ('the 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 Board of New Zealand on his behalf.

Opinion

We have audited the performance report of the Board that comprises the entity information and the statement of financial position as at 31 March 2025, the statement of financial performance, 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 Board:

- presents fairly, in all material respects,
 - its entity information and financial position as at 31 March 2025; and
 - its financial performance and cash flows for the year then ended; and
- complies with generally accepted accounting practice in New Zealand and have been prepared in accordance with the Tier 3 (Public Sector) Standard published by the XRB.

Our audit was completed on 5 February 2026.

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.

In preparing the performance report, the Board is responsible 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 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 these 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 governing body and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the 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 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 responsibilities arise from the Public Audit Act 2001.

Independence

We are independent of the 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 Board.



Chrissie Murray
Baker Tilly Staples Rodway Audit Limited

On behalf of the Auditor-General
Wellington, New Zealand

**PERFORMANCE REPORT
NEW ZEALAND PSYCHOLOGISTS BOARD
FOR THE YEAR ENDED 31 MARCH 2025**

Legal Name of Entity: NEW ZEALAND PSYCHOLOGISTS BOARD

Type of entity and Legal Basis : 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.
Entity is a registered Charity under the Charities Act 2005, registration number CC21656

Entity's Purpose or Mission:

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.

The functions of the Board are to:

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:
2. Authorise the registration of Psychologists under the HPCA Act, and to maintain registers:
3. Consider applications for annual practising certificates (APCs):
4. Review and promote the competence of Psychologists:
5. Recognise, accredit, and set programmes to ensure the ongoing competence of Psychologists:
6. Receive and act on information from health practitioners, employers, and the Health and Disability Commissioner about the competence of Psychologists:
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:
8. Consider the case of Psychologists who may be unable to perform the functions required for the practice of their profession:
9. Set standards of clinical competence, cultural competence, and ethical conduct to be observed by Psychologists:
10. Liaise with other authorities appointed under the HPCA Act about matters of common interest:
11. Promote education and training in the profession:
12. Promote public awareness of the responsibilities of the authority:
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.

Entity Structure:

Board members are appointed by the Minister of Health. The current structure of the Board consists of nine (9) members; six (6) Psychologists and three (3) lay members.

Main Sources of the entity's cash and Resources:

The Board has received its main income from Annual Practising fees paid by registered Psychologists.

General Description of the Entity's Outputs

To protect the health and safety of members of the public, the Board is also responsible for making sure that psychologists keep high standards of practice by continuing to maintain their competence once they have entered the workforce.

Contact details

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Email: info@nzpb.org.nz

Website: <http://www.psychologistsboard.org.nz>

**PERFORMANCE REPORT
NEW ZEALAND PSYCHOLOGISTS BOARD
FOR THE YEAR ENDED 31 MARCH 2025**

	NOTE	2025 \$	2024 \$
FINANCIAL INFORMATION			
Statement of financial performance			
Revenue			
Fees and levies from practitioners		1,951,483	1,806,215
Revenue from Service Delivery government contracts		154,446	21,165
Revenue from Service Delivery non government		31,748	-
Interest revenue		122,166	129,911
Other revenue		8,711	12,390
Total Revenue	1	2,268,554	1,969,681
Expenditure			
Employee remuneration and other related expenses		1,531,550	1,049,741
Expenses related to service delivery		1,596,223	1,544,351
Other expenses		42,476	45,638
Total Expenditure	2	3,170,249	2,639,729
Net (Deficit)		(901,695)	(670,049)

This performance report has been approved and authorised for issue by the Board on

L. Lawrence

A. Mulholland

Board Chair
Dated: 5 February 2026

Deputy Chair
Dated: 5 February 2026

The accompanying notes form part of these financial statements

**PERFORMANCE REPORT
NEW ZEALAND PSYCHOLOGISTS BOARD
FOR THE YEAR ENDED 31 MARCH 2025**

	NOTE	2025 \$	2024 \$
FINANCIAL INFORMATION			
Statement of financial position			
Assets			
Current Assets			
Cash and short-term deposits		573,585	939,980
Debtors and prepayments		85,900	63,204
Investments		2,583,461	2,732,426
Other current assets		25,449	35,731
Total Current Assets	3	3,268,395	3,771,339
Non-Current Assets			
Plant and Equipment		114,628	115,030
Intangible assets		19,140	22,639
	5	133,768	137,669
Total Assets		3,402,163	3,909,008
Current Liabilities			
Creditors and accrued expenses		503,086	430,849
Employee costs payable		226,192	162,907
Fees and levies received in advance		1,944,769	1,685,440
Total Current Liabilities	4	2,674,046	2,279,197
Net Assets		728,117	1,629,812
Accumulated Funds			
Accumulated surpluses		488,013	1,192,980
Disciplinary reserves		240,104	436,832
Total Accumulated Funds	6	728,117	1,629,812

The accompanying notes form part of these financial statements

**PERFORMANCE REPORT
NEW ZEALAND PSYCHOLOGISTS BOARD
FOR THE YEAR ENDED 31 MARCH 2025**

**FINANCIAL INFORMATION
Statement of cash flows**

	2025	2024
	\$	\$
Cash flows from Operating Activities		
Operating receipts (money deposited into the bank account)		
Fees and levies from practitioners	2,210,811	1,962,067
Receipts from Service Delivery non government	64,799	15,696
Receipts from Service Delivery government contracts	120,125	-
Interest revenue	132,449	131,115
Less: Operating payments (money withdrawn from the bank account)		
Employee remuneration and other related payments	(1,486,050)	(1,010,737)
Payments related to service delivery	(1,518,917)	(1,514,683)
Net cash flows from operating activities	(476,784)	(416,542)
Cash flows from other activities		
Cash was received from:		
Receipts from Investments	3,298,689	2,608,963
Proceeds from disposal of plant & equipment	-	2,295
Cash was applied to:		
Purchase of plant & equipment	(38,575)	(18,588)
Payments to purchase term investments	(3,149,725)	(2,495,637)
Net cash flows from other activities	110,389	97,033
Net (Decrease) in Cash	(366,394)	(319,509)
Opening Cash Brought Forward	939,980	1,259,489
Closing Cash Carried Forward	573,585	939,980

**PERFORMANCE REPORT
NEW ZEALAND PSYCHOLOGISTS BOARD
FOR THE YEAR ENDED 31 MARCH 2025**

STATEMENT OF ACCOUNTING POLICIES

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 the XRB's tier 3 (PS) standard on the basis that it does not have public accountability and has total annual expenses of equal to or less than \$5,000,000. 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.

Income received from Health New Zealand is recognised based on the actual services provided as a percentage of the total services to be provided.

Interest Income

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

Receivables

Receivables are stated at estimated realisable values.

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 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:

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

Amortisation

Intangible assets are amortised over the period of benefit to the Board at the following rate:

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.

Cash and short-term deposits

Cash and short-term deposits includes cheque account, saving account and short-term deposits 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.

Changes in accounting policies

Policies have been applied on a consistent basis with those used in previous years. Classifications of revenue, expenses and liabilities have been revised under the Tier 3 (PS) standard and comparative figures have been restated accordingly.

**PERFORMANCE REPORT
NEW ZEALAND PSYCHOLOGISTS BOARD
FOR THE YEAR ENDED 31 MARCH 2025**

	2025 \$	2024 \$
Note 1 - Analysis of Revenue		
Fees and levies from practitioners		
APC fees	1,667,945	1,576,067
Registration fees	75,180	82,082
Non-Practising fee	36,438	35,353
Disciplinary Orders & levy	171,919	112,712
	<u>1,951,483</u>	<u>1,806,215</u>
Revenue from Service Delivery		
Revenue from Service Delivery government contracts	154,446	0
Examination Fees	31,748	21,165
	<u>186,194</u>	<u>21,165</u>
Other Revenue		
Interest revenue	122,166	129,911
Sundry income	8,711	12,390
	<u>130,877</u>	<u>142,301</u>
	<u>2,268,554</u>	<u>1,969,681</u>
Note 2 - Analysis of Expenses		
Employee remuneration and other related expenses:		
Salaries and employee benefits	1,531,550	1,049,741
	<u>1,531,550</u>	<u>1,049,741</u>
Expenses related to service delivery:		
Board & committee expenses		
Fees	206,798	128,738
Meeting expenses, training ,travel & others	80,235	77,318
Conferences	5,562	32,036
Projects	111,548	125,463
	<u>404,143</u>	<u>363,555</u>
Fitness to practice and competency services		
PCC Investigation expense	295,252	166,159
HPDT Hearing expense	69,914	192,513
Provision for Doubtful Debts	3,480	112,464
	<u>368,646</u>	<u>471,135</u>
Admin and overheads		
Audit fees	11,000	11,959
Legal costs	139,838	110,687
Occupancy costs	72,216	70,756
Information Technology	77,970	94,286
Bank fee	43,821	38,151
Staff travel	24,721	16,700
HPDT share of administration cost	21,140	15,072
Other costs	57,106	61,295
Professional fees	375,622	290,754
	<u>823,435</u>	<u>709,660</u>
	<u>1,596,223</u>	<u>1,544,351</u>
Other expenses		
Depreciation & amortisation	42,476	45,638
	<u>42,476</u>	<u>45,638</u>

**PERFORMANCE REPORT
NEW ZEALAND PSYCHOLOGISTS BOARD
FOR THE YEAR ENDED 31 MARCH 2025**

	2025 \$	2024 \$
Note 3 - Analysis of Assets		
Cash and short-term deposits:		
Cash and bank	573,585	939,980
	<u>573,585</u>	<u>939,980</u>
Debtors and prepayments:		
Accounts receivable	34,321	27,820
Prepayments	51,579	35,384
	<u>85,900</u>	<u>63,204</u>
Investments		
Term deposits	2,583,461	2,732,426
	<u>2,583,461</u>	<u>2,732,426</u>
Other current assets:		
Accrued interest	25,449	35,732
	<u>25,449</u>	<u>35,732</u>
Total Current Assets	<u><u>3,268,396</u></u>	<u><u>3,771,340</u></u>

Note 4 - Analysis of Liabilities

Creditors and accrued expenses:		
Accounts payable	237,956	151,565
Accrued expenses	23,814	72,039
GST payable	241,316	207,246
	<u>503,086</u>	<u>430,849</u>
Employee costs payable:		
PAYE/WHT	62,408	39,468
KiwiSaver deductions payable	8,710	6,827
Leave entitlements	120,145	92,716
Payroll accrual	34,929	23,895
	<u>226,192</u>	<u>162,907</u>
Fees and levies received in advance:		
APC fees received in advance	1,681,986	1,549,895
Disciplinary levies received in advance	262,783	124,963
Other fees received in advance	-	10,583
	<u>1,944,769</u>	<u>1,685,440</u>
Total Current Liabilities	<u><u>2,674,046</u></u>	<u><u>2,279,197</u></u>

**PERFORMANCE REPORT
NEW ZEALAND PSYCHOLOGISTS BOARD
FOR THE YEAR ENDED 31 MARCH 2025**

5. Property, Plant & Equipment and Intangible Assets

Asset Class	Opening carrying amount	Purchases	Disposals	Depreciation and Impairment	Closing Carrying amount
At 31 March 2025					
Furniture & fittings	15,052	3,397		(2,725)	15,724
Office equipment	483	1,171		(428)	1,226
Computer equipment	24,628	13,803		(15,523)	22,908
Office refit	74,867	20,204		(20,301)	74,769
	115,030	38,575	-	(38,977)	114,628
Database & Website software	22,639	-	-	(3,499)	19,140
	22,639	-	-	(3,499)	19,140
At 31 March 2024					
Furniture & fittings	14,246	3,553	(70)	(2,678)	15,052
Office equipment	805	0	0	(322)	483
Computer equipment	28,729	13,848	(406)	(17,543)	24,628
Office refit	94,710	0	-	(19,842)	74,867
	138,490	17,401	(475)	(40,386)	115,030
Database & Website software	28,523	-	(632)	(5,252)	22,639
	28,523	-	-	(5,252)	22,639

2025 **2024**
\$ \$

6. Accumulated Funds

Accumulated surpluses

General Reserve

Opening balance at 1 April	1,192,980	1,504,606
Surplus/(deficit) for year	(704,967)	(311,626)
Balance at 31 March	488,013	1,192,980

Discipline Reserve

Opening Balance	436,832	795,255
Levies received	136,919	249
Disciplinary orders & recoveries	35,000	112,464
Provision for Doubtful debts	(3,480)	(112,464)
Discipline Costs	(365,167)	(358,672)
Balance at 31 March	240,104	436,832

Total Reserves

728,117 **1,629,812**

Description

General reserve is used for operating expenses.

Discipline reserve is used for the Professional Conduct Committees and Health Practitioners Disciplinary Tribunal costs. Disciplinary levies and recoveries are credited to reserve to fund disciplinary costs.

**PERFORMANCE REPORT
NEW ZEALAND PSYCHOLOGISTS BOARD
FOR THE YEAR ENDED 31 MARCH 2025**

	2025	2024
	\$	\$
7. Related Party Transactions		
Fees paid to Board and Committee members		
Ainsleigh Cribb-Su'a, Board Member (Deputy Chairperson)	18,164	14,418
Dianne Ball, Board Lay Member	17,474	11,979
Dr Elizabeth du Preez, Board Member	9,900	6,188
Emma Sutich, Board Member	16,765	12,697
John Eatwell, Board Member	15,706	10,693
Lisa Lawrence, Board Lay Member (Chairperson)	80,896	37,564
Nalini Meyer, Board Lay Member	12,521	14,556
Tania Cargo, Board Member	12,380	7,477
Valerie Tan, Board Member	22,993	13,167
	206,798	128,738

Fees paid to Board Members for attending Board, committee and working party meetings and participating in other forums and providing input on specific projects are disclosed.

8. Shared Services

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, New Zealand Chiropractic Board, Psychologist Board, Optometrists & Dispensing Opticians Board, Paramedic Council and Chinese Medicine Council have a Partnership agreement based on colocation in 22 Willeston Street, Wellington. The lease agreement for 22 Willeston Street (headlease signed by Nursing Council of New Zealand) is for nine years from 4 February 2025, expiring on 3 February 2034.

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

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NEW ZEALAND PSYCHOLOGISTS BOARD
FOR THE YEAR ENDED 31 MARCH 2025**

2025 **2024**
\$ \$

Note 9 - Commitments and Contingencies

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. The Service Level Agreement will end on 3 February 2028. The future estimated commitments based on the expected costs included in this agreement as at 31 March 2025 are: Property \$43,854 Corporate Services \$49,512; Total \$93,365 per annum.

Due in 1 year	93,365	89,379
Due between 1-2 years	93,365	89,379
Due between 2-5 years	77,804	171,309
	<u>264,535</u>	<u>350,066</u>

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

Note 10 - Contingent Liabilities and Guarantees

There were no contingent liabilities as 31 March 2025. (2024: \$Nil)

Note 11 - Events After the Balance Date

There were no events that have occurred after balance date that would have a material impact on the Performance Report.





**Te Poari Kaimātai
Hinengaro o Aotearoa**

NEW ZEALAND PSYCHOLOGISTS BOARD

