



PRACTICE FRAMEWORK FOR PSYCHOLOGISTS, PSYCHOMETRISTS, REGISTERED COUNSELLORS AND MENTAL HEALTH ASSISTANTS: 12 DECEMBER 2008

Preamble

The Practice framework for Psychology was formulated by the Professional Board for Psychology as the Standards Generating Body and revised after consultation with all relevant stakeholders such as Psychological s Association of South Africa (PSSYSA), Society for Industrial and Organizational Psychology of South Africa (SIOPSA) and Heads of Department of Psychology (HOD) and all registered psychology professionals on various occasions in meetings and other forms of communication. This document was also informed by the Human Resources Plan of the Department of Health for the country formulated by the National Department of Health.

The purpose of this document is to define and delineate the various registration categories within the profession of psychology. In this document each category is described in terms of scope of practice, psychological assessment, psychological intervention, and so forth.

New categories were introduced such as Neuropsychology and Mental Health Assistant. The Board took a resolution that the final status of Forensic Psychology be determined at a later stage after further consultation. The document should be read as whole and it is in no way meant to determine the level of importance of each category. It should also be used as a reference source for all practitioners registered with the Board.

1 MENTAL HEALTH ASSISTANTS

1.1 Scope of practice

- (a) Facilitate mental health and wellness in individuals, families and communities

1.2 Psychological Assessment

- (a) Perform basic mental health screening **excluding the use of psychometric tests**

1.3 Psychological Intervention

- (a) Identify mental health problems and provide guidance for the exploration of wellness options, **excluding psychotherapy**.
- (b) Contain emotional distress in crises situations until appropriate referral has been effected
- (c) Contribute to setting up of social support structures and identify support systems and resources

1.4 Policy Development and Programme Design

- (a) Promote mental health and wellness through educational programs

1.5 Training and Supervision Roles

- (a) Train individuals, families and communities to provide support enhancing mental health

1.6 Ethics and Legislation

- (a) Have a thorough knowledge of the code of professional ethics of the HPCSA and the Professional Board for Psychology
- (b) Conduct psychological practice and research in accordance with guidelines for professional practice of the HPCSA and the Professional Board for Psychology
- (c) Have the knowledge of relevant legislative framework which impact on psychological practice and research
- (d) Assist in research and practice in accordance with these legislative parameters

1.7 Professional Practice

- (a) Identify people with particular needs and refer to appropriate services
- (b) Maintain records and reports

1.8 Research

- (a) Assist in implementing research programmes aimed at promoting mental health

1.9 Education and Training Guidelines

- (a) Complete 2-year diploma at NQF level 6 at an accredited education and training institution. Complete the following SAQA approved modules.
- (b) Provide counselling support services
- (c) Provide individual counselling support
- (d) Demonstrate basic understanding of human developmental stages and social and cultural factors that impact on mental health
- (e) Engage in promotion of health and wellness
- (f) Apply basic interactional skills in a group context
- (g) Demonstrate and apply an understanding of marital, family and domestic relationships to counseling
- (h) Demonstrate knowledge of ethics and legal framework related to counseling
In addition, MHA should complete a module on basic introduction to psychiatric and mental health conditions

2 REGISTERED COUNSELORS

2.1 Scope of Practice

- (a) Registered Counselors perform psychological screening and basic assessment as well as technically limited psychological interventions with a range of individuals aiming at enhancing personal functioning in a variety of sectors and contexts, including school, work, sport, family and community.

2.2 Psychological assessment

- (a) Perform primary mental status screening in a variety of sectors.
- (b) Perform a limited number of psychological assessments in which they have been trained, excluding projective, neuropsychological and diagnostic tests

2.3 Professional practice

- (a) Ability to identify clients requiring more sophisticated or advanced psychological assessment and refer such clients to appropriately qualified and registered professionals.

2.4 Psychological intervention

- (a) Enhance personal functioning of children, adults, families and communities.
- (b) Perform a range of supportive and compensatory psychological interventions with children, adults, families and communities.
- (c) Perform routine psychological interventions

2.5 Policy development and programme design

- (a) Participate in policy formulation based on various aspects of psychological theory and research.
- (b) Participate in the designing , management and evaluation of psychologically-based programmes in diverse settings and organizations such as health, education, labour and correctional services

2.6 Training and supervision roles

- (a) Train and supervise mental health assistants

2.7 Ethics and legislation

- (a) Have a thorough knowledge of the code of professional ethics of the HPCSA and the Professional Board for Psychology.
- (b) Conduct psychological practice and research in accordance with guidelines for professional practice of the HPCSA and the Professional Board for Psychology.
- (c) Have knowledge of relevant legislative framework which impact on psychological practice and research.
- (d) Conduct research and practice in accordance with these legislative parameters

2.8 Research

- (a) Conduct and report on research projects and implement findings in policy and practice

3 PSYCHOMETRISTS

3.1 Scope of cope of Practice

- (a) Psychometrists are psychological professionals with special expertise in the use of Psychological tests, who perform assessments and also contribute to the development of psychological tests and procedures in a range of settings.

3.2 Psychological Assessment

- (a) Measure psychological functions including cognitive, interest, aptitude and personality in a variety of sectors in which they have been trained
- (b) Projective, neuropsychological and diagnostic tests may only be used under direct supervision of an appropriately registered psychologist for clinical purposes, research and development of tests.

3.3 Professional Practice

- (a) Ability to identify clients requiring more sophisticated or advanced Psychological assessment and refer these clients to appropriate registered professionals

3.4 Psychological Intervention

- (a) Provide feedback to clients on the results of psychological assessments

3.5 Policy Development and Programme Design

- (a) Participate in policy development in respect of psychological assessments in a variety of sectors.
- (b) Participate in the design, management and evaluation of psychological assessment procedures in diverse settings and organizations such as health, education, labour and correctional services.
- (c) Participate in conducting needs analysis regarding psychological assessment in diverse settings and organizations to select/compile appropriate batteries of tests.

3.6 Training and supervision roles

- (a) Train and supervise registered counselors and psychometrists in supervised practice in relation to psychological measurement.

3.7 Ethics and Legislation

- (a) Have thorough knowledge of the code of professional ethics of the HPCSA and The Professional Board for Psychology
- (b) Conduct psychological practice and research in accordance with guidelines for professional practice of the HPCSA and the Professional Board for Psychology
- (c) Have knowledge of relevant legislative framework which impact on psychological practice and research
- (d) Conduct research and practice in accordance with these legislative parameters

3.8 Research

- (a) Design and implement research which contributes to the development of psychological assessment instruments, to report on such research, and implement the findings of such research in policy and practice.

4 CLINICAL PSYCHOLOGISTS

4.1 Scope of Practice

- (a) Clinical psychologists assess, diagnose and intervene with people in dealing with life challenges, particularly those with relatively serious forms of psychological distress and/ or psychopathology.

4.2 Psychological Assessment

- (a) Perform assessments of cognitive, personality, emotional and neuropsychological functions in relatively serious forms of psychological distress and/ or psychopathology
- (b) Identify psychopathology in a broad range of psychiatric disorders.
- (c) Identify and diagnose a broad range of psychiatric disorders

4.3 Psychological Intervention

- (a) Apply psychological interventions to people with psychological and psychiatric conditions
- (b) Policy Development and Programme Design.
- (c) Clinical psychologists advise on the development of policy applicable to a variety of sectors and issues, based on various aspects of psychological theory and research.
- (d) Designs manage and evaluate programmes dealing with psychological and psychiatric problems in diverse settings.

4.4 Training and Supervision Roles

- (a) Train and supervise other registered psychological practitioners in relation to clinical psychology

4.5 Ethics and Legislation

- (a) Have a thorough knowledge of the code of professional ethics of the HPCSA and the Professional Board Psychology
- (b) Conduct psychological practice and research in accordance with guidelines for professional practice of the HPCSA and the Professional Board for Psychology.
- (c) Have knowledge of relevant legislative framework which impact on psychological practice and research.
- (d) Conduct research and practice in accordance with these legislative parameters.

4.6 Professional Practice

- (a) Refer to appropriate professionals for further assessment or intervention.
- (b) Adherence to scope of practice

4.7 Research

- (a) Design, manage, conduct, research, report and supervise psychological research and implement findings in policy and practice, especially in relation to psychological conditions in diverse contexts

4.8 Education and Training Guidelines

- (a) Complete a programme in clinical psychology at NQF levels 7-9 (Bachelors, Honours and Masters Programme) at an accredited education and training institution.

5 COUNSELLING PSYCHOLOGISTS

5.1 Scope of Practice

- (a) Counselling psychologists assess, diagnose and intervene with people in dealing with life challenges and developmental problems to optimise psychological well-being.

5.2 Psychological Assessment

- (a) Perform assessments of cognitive, personality, emotional and neuropsychological functions in relation to life challenges and developmental problems.
- (b) Perform assessments with special reference to developmental processes (e.g., career choice) and adjustment.
- (c) Identify psychopathology and its impact on developmental processes and adjustment.
- (d) Identify and diagnose a broad range of disorders of adjustment

5.3 Psychological Intervention

- (a) Apply psychological interventions to people with developmental challenges and adjustment problems.
- (b) Perform a range of therapeutic counseling interventions.

5.4 Policy Development and Programme Design

- (a) Counseling psychologists advise on the development of policy applicable to a variety of sectors and issues, based on various aspects of psychological theory and research.
- (b) Design, manage and evaluate programmes dealing with developmental and adjustment problems in diverse settings

5.5 Training and Supervision Roles

- (a) Train and supervise other registered psychological practitioners in relation to counseling psychology

5.6 Ethics and legislation

- (a) Have thorough knowledge of the code of professional ethics of the HPCSA and the Professional Board Psychology.
- (b) Conduct psychological practice and research in accordance with guidelines for professional practice of the HPCSA and the Professional Board for Psychology.
- (c) Have knowledge of relevant legislative framework which impact on psychological practice and research.
- (d) Conduct research and practice in accordance with these legislative parameters

5.7 Professional practice

- (a) Refer to appropriate professionals for further assessment or intervention.
- (b) Adherence to scope of practice

5.8 Research

- (a) Design, manage, conduct, report and supervise psychological research and implement findings in policy and practice, especially in relation to developmental processes and adjustment challenges in diverse contexts.

5.9 Education and training guidelines

- (a) Complete a programme in counseling psychology at NQF levels 7-9 (Bachelors, Honours and Masters programme) at an accredited education and training institution.

6. EDUCATIONAL PSYCHOLOGISTS

6.1 Scope of Practice

- (a) Educational psychologists are involved in assessment, diagnosis and intervention in order to optimise functioning in the broad context of learning and development.

6.2 Psychological Assessment

- (a) Perform assessments of cognitive, personality, emotional and neuropsychological functions of people in relation to learning and development in which they have been trained.
- (b) Identify and diagnose psychopathology in relation to learning and development
Identify and diagnose a broad range of barriers to learning and development.

6.3 Psychological Intervention

- (a) Apply psychological interventions to enhance, promote and facilitate optimal learning and development.
- (b) Perform a range of therapeutic interventions in relation to learning and development

6.4 Policy Development and Programme Design

- (a) Educational psychologists advise on the development of policy applicable to a variety of sectors and issues, based on various aspects of psychological theory and research.
- (b) Design, manage and evaluate educationally-based programmes in diverse settings

6.5 Training and Supervision Roles

- (a) Train and supervise other registered psychological practitioners in relation to educational psychology

6.6 Ethics and Legislation

- (a) Have thorough knowledge of the code of professional ethics of the HPCSA and the Professional Board for Psychology.
- (b) Conduct psychological practice and research in accordance with guidelines for professional practice of the HPCSA and the Professional Board for Psychology.
- (c) Have knowledge of relevant legislative framework which impact on psychological practice and research.
- (d) Conduct research and practice in accordance with these legislative parameters

6.7 Professional Practice

- (a) Refer to appropriate professionals for further assessment or intervention
- (b) Adherence to scope of practice

6.8 Research

- (a) Design, manage, conduct, report and supervise psychological research and implement findings in policy and practice, especially in relation to learning and development in diverse contexts.

6.9 Education and Training Guidelines

- (a) Complete a programme in educational psychology at NQF levels 7-9 (Bachelors, Honours and Masters Programme) at an accredited education and training institution.

7. RESEARCH PSYCHOLOGISTS

7.1 Scope of practice

- (a) Research psychologists are involved in planning, developing and applying psychological research methods which have broad scientific validity among scientific peers.

7.2 Psychological assessment

- (a) Preform assessments relevant to the development of research in a variety of sectors for research purposes, including the development of psychological measures.

7.3 Psychological intervention

- (a) Research, monitor and evaluate psychological interventions.
- (b) Evaluate Programmes

7.4 Policy development and programme design

- (a) Research psychologists advise on the development of policy applicable to a variety of sectors and issues, based on various aspects of psychological theory and research.
- (b) Design, manage and evaluate measurement and intervention programmes in diverse settings.

7.5 Training and supervision roles

- (a) Train and supervise other registered psychological practitioners in relation to research psychology

7.6 Ethics and legislation

- (a) Have thorough knowledge of the code of professional ethics of the HPCSA and the Professional Board for Psychology.
- (b) Conduct psychological practice and research in accordance with guidelines for professional practice of the HPCSA and the Professional Board for Psychology.
- (c) Have knowledge of relevant legislative framework which impact on psychological practice and research.
- (d) Conduct research and practice in accordance with these legislative parameters

7.7 Professional practice

- a) Refer to appropriate professionals for assessment or intervention.
- b) Adherence to scope of practice

7.8 Research

- (a) Design, manage, conduct, report and supervise psychological research and implement findings in policy and practice, especially in relation to research in diverse contexts.

7.9 Education and training guidelines

- (a) Complete a programme in research psychology at NQF level 7-9 (Bachelors Honours and Masters Programme) at an accredited education and training institution.

8 INDUSTRIAL PSYCHOLOGISTS

8.1 Scope of Practice

- (a) Industrial and organizational psychologists plan, develop and apply paradigms, theories, models, constructs and principles of psychology to issues related to the world of work in order to understand, modify, enhance individual, group and organizational behavior effectiveness.

8.2 Psychological Assessment

- (a) Perform a range of psychometric and other assessments for determining the potential and/ or suitability for training, development employment and individual, group and organizational effectiveness.
- (b) Design, develop, standardize and implement assessment tools and procedures related to the work, environment

8.3 Psychological Intervention

- (a) Facilitate individual and group processes for effective organizational function.
- (b) Design and implement training programmes for effective organizational function.

- (c) Design and develop strategies in consumer behavior.
- (d) Develop interventions to ameliorate poor performance in work settings.
- (e) Design and implement programmes based on understanding ergonomics

8.4 Policy Development and Programme Design

- (a) Industrial and organizational psychologists advise on the development of policy applicable to a variety of sectors and issues, based on various aspects of psychological theory and research.
- (b) Design, manage and evaluate industrial psychology intervention programmes in diverse work settings.

8.5 Training and Supervision Roles

- (a) Train and supervise other registered psychology practitioners in relation to Industrial psychology

8.6 Ethics and Legislation

- (a) Have a thorough knowledge of the code of professional ethics of the HPCSA and the Professional Board Psychology.
- (b) Conduct psychological practice and research in accordance with guidelines for professional practice of the HPCSA and the Professional Board for Psychology.
- (c) Have knowledge of relevant legislative framework which impact on Psychological practice and research.
- (d) Conduct research and practice in accordance with these legislative parameters

8.7 Professional Practice

- (a) Refer to appropriate professionals for assessment or intervention
- (b) Adherence to scope of practice

8.8 Research

- (a) Design, manage, conduct, report and supervise industrial psychology research and implement findings in policy and practice, especially in relation to organizations and work place settings in diverse contexts

8.9 Education and Training Guidelines

- (a) Complete a programme in industrial psychology at NQF level 7-9 (Bachelors Honours and Masters programme) at an accredited education and training institution.

9 NEUROPSYCHOLOGISTS

9.1 Scope of Practice

- (a) Neuropsychologists assess, diagnose and intervene in psychological disorders of people experiencing neuropathology or compromised functioning of the central nervous system.

9.2 Psychological Assessment

- (a) Diagnose and evaluate psychological disorders caused by neurological conditions and differentiate them from other psychological and non-neurological disorders

9.3 Psychological Intervention

- (a) Treat and rehabilitate the psychological disorders of people suffering from central nervous system dysfunction.

9.4 Policy Development and Programme Design

- (a) Neuropsychologists advise on policy development applicable to a variety of sectors and issues, based on various aspects of neuropsychological theory and research
- (b) Design, manage and evaluate neuropsychologically-based programmes in diverse settings

9.5 Training and Supervision Roles

- (a) Train and supervise other registered psychological practitioners in relation to Neuropsychology.

9.6 Ethics and Legislation

- (a) Have thorough knowledge of the code of professional ethics of the HPCSA and the Professional Board for Psychology
- (b) Conduct psychological practice and research in accordance with guidelines for professional practice of the HPCSA and the Professional Board for Psychology
- (c) Have knowledge of relevant legislative framework which impact on psychological practice and research
- (d) Conduct research and practice in accordance with these legislative parameters

9.7 Professional Practice

- (a) Refer to appropriate professionals for further assessment or intervention
- (b) Adherence to scope of practice

9.8 Research

- (a) Design, manage, conduct, report and supervise neuropsychological research and implement findings in policy and practice

9.9 Education and Training Guidelines

- (a) Complete 6-year programme in neuropsychology at NQF level 7-9 (Bachelors with Neuroscience and Psychology focus, Honours and Masters programme) at an accredited education and training institution.

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