Human Resource Management Policy

General Information

All employees hold general or provisional registration as a psychologist under the Australian Health Practitioner Regulation Agency (AHPRA)

Qualification Requirements

The Principal Psychologist holds a postgraduate degree accredited as fifth and sixth year of study Masters of Psychology (Educational and Developmental Psychology). I am an Endorsed Educational and Developmental Psychologist with AHPRA.

All employees have completed a 4 year degree in Psychology and working towards general registration as a Psychologist through the 5 + 1 pathway or 4 + 2 pathway.

Registration Requirements

A requirement for annual renewal of registration is participation in CPD in accordance with the Board's CPD standard.

To meet the Board's minimum standard, all employees have a written learning plan that includes identified CPD goals based on objective self-assessment, and a plan for achieving goals that includes proposed activities, timeframes and expected outcomes. CPD plans are reviewed annually - and updated and revised as required. We ensure that we undertake 10 hours of peer consultation plus 20 hours of any other CPD activities in accordance with my CPD plan. We keep a CPD portfolio including my CPD plan, CPD and peer consultation logs, evidence of attendance where applicable, and written reflection (journal or log of oral reflection with peers/mentor).

Code of Conduct and Ethics

We work within the code and Ethics of the Profession. Code of Conduct and Ethics provides a framework to guide our actions and decision-making. It reflects the values and principles of the service we provide within the community and outlines the minimum standard of behaviour to follow. No Code of Conduct can address all the issues you might come across in your working life. However, there are some general principles that we can refer to when faced by an ethical dilemma. We attend peer consultation meetings if there is any confusion, and seek advice.

We endorse the values and principles contained in this Policy and Ethics and to them in the course of our duties. If we believe a referral is are outside of our scope of experience then we direct them where possible to an alternative provider.

We ensure we identify any training needs and address them accordingly for continuous improvement to not only our service but also Sprout Psychology Centre. We access peer supervision in line with registration requirements using a variety of methods including interest groups, Multidisciplinary support Groups, Peer Consultation and Clinical Supervision. All Provisional Psychologist have weekly supervision with their clinical supervisor in line with registration guidelines.

Continued Professional Development

The scope of the work we do covers a wide range and includes both psychological assessment, intervention and behaviour support services for children and adolescents. We have received various training over the years as well as hands on experience and continue to do CPD. I am a member of AHPRA and maintain my Registration.