

Current Core Competencies

Core competency	Description
1. Knowledge of the discipline	Overall knowledge of the discipline underpins all of the other competencies and includes: <ul style="list-style-type: none"> • knowledge of psychological principles, professional ethics and standards • theories of individual and systemic functioning and change • dysfunctional behaviour • psychopathology, and • the cultural bases of behaviour and organisational systems.
2. Ethical, legal and professional matters	Knowledge and understanding of the ethical, legal and professional aspects of psychological practice.
3. Psychological assessment and measurement	The use of appropriate psychometric tools that enable description, conceptualisation, and prediction of relevant aspects of a client's functioning, behaviour, and personality (the client may be an organisation, group or individual).
4. Intervention strategies	Activities that promote, restore, sustain or enhance cognitive functioning, emotional adjustment and a sense of well-being in individuals or groups of clients through: <ul style="list-style-type: none"> • preventative • developmental • remedial services, and/or • in groups or organisations, restoring or enhancing group and/or organisational functioning.
5 Research and evaluation	The application of critical analysis to evaluate and apply findings from scientific publications in psychology to working with clients, as well as to evaluate and report on interventions.
6 Communication and interpersonal relationships	The capacity to convey, appraise and interpret information orally and in writing, and to interact on a professional level with a wide range of client groups and other professionals.
7. Working with people from diverse groups	The ability to apply knowledge and understanding of how the practice of psychology is influenced by social, historical, professional and cultural contexts. This includes demonstrating the ability to competently and ethically practice with people who differ from the psychologist in ways including, but not limited to: age, race, colour, culture, gender, geography, language, sexual orientation, educational attainment, physical attributes, cognitive capacity and socio-economic status and religious-spiritual orientation. This includes sensitivity and knowledge of working with Aboriginal and Torres Strait Islander people.
8. Practice across the lifespan	The ability to apply knowledge and understanding of how the practice of psychology is influenced by the life stage of clients. This includes demonstrating the ability to competently and ethically practice with people from each of the major lifespan stages: <ul style="list-style-type: none"> • childhood • adolescence • adulthood, and • late adulthood.

Draft Core Competencies

<p>Competency 1: Applies scientific knowledge of psychology to inform safe and effective practice</p>	<p>1.1 Possesses knowledge of psychological concepts, constructs, theories, models of intervention and methods.</p> <p>1.2 Critically evaluates and appraises levels of scientific evidence from psychology and relevant contemporary research to guide and inform evidenced-based practice.</p> <p>1.3 Understands the philosophical, theoretical and methodological foundations of various scientific methods and their limitations and selects and applies the appropriate method.</p> <p>1.4 Applies a scientific, culturally informed and evidence-based approach to psychological practice and evaluating outcomes.</p> <p>1.5 Possesses the understanding and ability to design and conduct ethical research relevant to cultural and professional contexts.</p>
<p>Competency 2: Practises ethically and professionally</p>	<p>2.1 Accepts personal responsibility for professional conduct.</p> <p>2.2 Aligns conduct with the profession’s accepted ethical and professional standards.</p> <p>2.3 Adheres to relevant legal and regulatory requirements.</p> <p>2.4 Explains ethical obligations and decision-making to relevant others.</p> <p>2.5 Reasonably foresees the outcomes of decisions and conduct.</p> <p>2.6 Proactively manages ethical dilemmas using sound ethical decision-making processes.</p> <p>2.7 Practises within the boundaries of professional competence.</p> <p>2.8 Maintains competence as a psychologist.</p> <p>2.9 Regularly consults with peers, supervisors, and/or other relevant sources.</p> <p>2.10 Identifies, assesses and manages risks effectively and responsibly in such a way that minimises negative impacts on all concerned.</p>
<p>Competency 3: Exercises professional reflexivity, deliberate practice and self-care</p>	<p>3.1 Understands the parameters underpinning professional competence.</p> <p>3.2 Recognises the limits of own competence and refers on to other practitioners.</p> <p>3.3 Critically evaluates the effectiveness of own professional practice and strengths and weaknesses.</p> <p>3.4 Reflects on the impact of one’s own culture, values, beliefs and biases, and acts upon such reflection and ensures practice is responsive and adaptive to client, context and culture.</p> <p>3.5 Engages with reflection and reflexively with disciplinary knowledge and professional practice.</p> <p>3.6 Identifies areas for improvement in their professional practice, competence and conduct, and implements activities to enhance competence and development of professional identity.</p> <p>3.7 Monitors and manages self-care to sustain professional functioning and wellbeing.</p>
<p>Competency 4: Conducts psychological assessments</p>	<p>4.1 Has knowledge of the relative strengths and limitations of the different methods of assessment and modes of delivery relevant to practice across the lifespan and in different contexts, including cultural contexts.</p> <p>4.2 Identifies assessment needs, plans assessments and selects assessment methods appropriate to the client/s, the context, and purposes of the activity.</p> <p>4.3 Develops and prioritises goals in collaboration with clients and relevant others.</p> <p>4.4 Administers a range of culturally safe assessment methods to assess:</p> <ul style="list-style-type: none"> • cognitive functioning capacity and vocational attainment • diagnose psychological and psychosocial functioning • Risk to self and others

	<ul style="list-style-type: none"> • Parental and family functioning • Workplace assessments and performance <p>4.5 Undertakes, scores and interprets assessment measures.</p> <p>4.6 Formulates results of the assessment measures.</p> <p>4.7 Provides meaningful feedback to the client/s and relevant others.</p> <p>4.8 Integrates feedback from consumers, clients and relevant others.</p> <p>4.9 Identifies and manages inherent risk associated with assessments.</p>
Competency 5: Conducts psychological interventions	<p>5.1 Has knowledge of the efficacy and effectiveness of a range of interventions and modes of delivery relevant to practice across the lifespan and in different contexts, including cultural contexts.</p> <p>5.2 Uses diagnosis, formulation, and client preferences to develop intervention plans.</p> <p>5.3 Selects and implements intervention/s that will address the goals for intervention and are sensitive to both the client and professional context.</p> <p>5.4 Outlines the risks and benefits of treatment to the individual relevant to their context, strengths, lived experiences and circumstances.</p> <p>5.5 Conducts a range of culturally safe interventions that maximise optimal outcomes with clients and that:</p> <ul style="list-style-type: none"> • Identify and manage clients who are vulnerable or at risk of harm to self or others • Treat psychological disorders • Strengthen healthy relationships within the family system or other relevant systems • Support adaptive psychological functioning in individuals, groups and systems. <p>5.6 Regularly evaluates client progress and views about the agreed psychological intervention, client's goals and aspirations, and the effectiveness of interventions.</p> <p>5.7 Uses evaluation results to review and revise interventions as necessary.</p>
Competency 6: Communicates and relates to others effectively and appropriately	<p>6.1 Communicates effectively and professionally with a diverse range of clients, colleagues and stakeholders.</p> <p>6.2 Communicates the psychologist's role and purpose.</p> <p>6.3 Provides relevant, timely, and clear feedback, information, and guidance to clients and relevant others.</p> <p>6.4 Uses the most appropriate form/s of communication for the client and context; and is aware of the limitations of each mode of communication.</p> <p>6.5 Establishes and maintains appropriate, safe and respectful working relationships with clients and relevant others.</p> <p>6.6 Establishes and maintains appropriate, safe and respectful working relationships with colleagues in psychology and other professions.</p> <p>6.7 Works collaboratively and makes recommendations and referrals to other relevant practitioners where appropriate.</p> <p>6.8 Understands the roles and works collaboratively with other service providers and professionals.</p>
Competency 7: Demonstrates a health equity and	<p>7.1 Works with knowledge and understanding of the historical, political, social and cultural context of Aboriginal and Torres Strait Islander Peoples, families and communities, including the ongoing impacts of colonisation and racism.</p>

<p>human rights approach when working with Aboriginal and Torres Strait Islander Peoples, families and communities</p>	<p>7.2 Demonstrates culturally responsive healthcare that considers the diversity of Aboriginal and Torres Strait Islander Peoples, families and communities (e.g. there are different Nations, language groups, clans, culture) and that there are intersecting forms of diversity (e.g. See C8.1 for a list of diverse social identity groups).</p> <p>7.3 Applies the principles of culturally safe care to psychological practice.</p> <p>7.4 Applies the principles of trauma-aware and healing-informed care.</p> <p>7.5 Demonstrates the ability to reflect on and learn from Aboriginal and Torres Strait Islander cultures and Aboriginal knowledges.</p> <p>7.6 Understands the importance of self-determined decision-making for Aboriginal and Torres Strait Islander Peoples, families, and communities, and works in partnership to achieve health outcomes within an Aboriginal Health frame of reference.</p> <p>7.7 Appropriately consults with Aboriginal and Torres Strait Islander Peoples, families, communities and organisations to support collaboration in achieving health outcomes.</p>
<p>Competency 8: Demonstrates a health equity and human rights approach when working with people from diverse groups</p>	<p>8.1 Works without discrimination and is inclusive, sensitive and respectful of all forms of individual diversity in clients, colleagues, and relevant others and with an understanding of intersecting forms of diversity. This includes, but is not limited to age, race, ethnicity, language, culture, immigration status, gender, gender identity and expression, sexual orientation, physical attributes, ability, disability, cognitive capacity, social and/or economic status, geographic location, educational attainment, and religious and/or spiritual orientation.</p> <p>8.2 Works with knowledge and understanding of the history of psychological theories and practice, their impact on people from diverse groups, and referral pathways to specialised supports where appropriate.</p> <p>8.3 Understands the impact of cultural identity, values, beliefs and experiences on psychological wellbeing or behaviour – including Aboriginal and Torres Strait Islander Peoples, migrant and refugee experiences.</p> <p>8.4 Recognises the impact of one's own values, beliefs, experiences, positionality and cultural identity on practice and demonstrates an ongoing commitment to culturally responsive practice.</p> <p>8.5 Demonstrates the ability to reflect on and learn from clients/relevant others and their unique experiences.</p> <p>8.6 Adapts psychological practice, including engagement with clients and relevant others, in response to the needs of people from diverse social identity groups including different cultural backgrounds.</p> <p>8.7 Understands the roles of, and works collaboratively with, service providers and professionals who support socially and culturally diverse individuals and groups.</p>