

## Allied Health Practice Profiles: Psychology

### Purpose

The Allied Health Practice Profiles (AHPP) aim to provide a resource for each profession's use when reviewing the services they provide to SA Health clients.

Allied health service structures are in the majority a matrix model and cover many clinical areas within health services. Whilst this allows for agility, flexibility and responsiveness allied health services need to be able to clearly articulate why they provide services to clients or why they refer on to other services. This AHPP outlines the continuum of service provision based on the identification of key work practices and core business for each profession.

The AHPP articulates the scope of practice that are common amongst allied health professionals (Core Practice Profile) alongside the specific scope of practice for each profession (Specific Practice Profile). These profiles will assist allied health professions when reviewing their services to identify work that is no longer supported by the business unit that requires referral on and opportunities to provide full core business services. It will also allow allied health to clearly identify where they can assist other professions in their requirement to be working at the top of their scope through provision of extended scope of practice services.

The AHPP is intended as a guide for service provision and not a restrictive or conclusive list. The profiles will evolve with time as practices develop and change and thus will be updated periodically. The online version is the correct version and once printed may be out of date.

In this environment of change and models of care development it is important that professions are clear and consistent across the state in their communication about what they can or do provide to clients in South Australia.

### Information in the resource

Information in the resource focuses on clinical rather than management roles in order to keep the statements specific to clinical care undertaken by allied health professionals and assistants. The scope of practice roles are mapped across a continuum from an assistant role through to advanced and extended roles. These statements are based on core services rather than competencies to circumvent the need to attach a classification level.

### Context within the Transforming Health agenda

Through the implementation of the Transforming Health agenda, allied health services are being asked to provide wide ranging information including but not limited to; describing their roles, identifying innovative practice models, providing evidence for their service models, identifying efficiencies and opportunities to work to their full scope of practice and clearly articulating how they will contribute to the Transforming Health agenda. The AHPP are a starting point for Local Health Network allied health professions to be able to clearly describe their roles, what they do and don't do and the opportunities to work towards a full scope of practice in line with Transforming Health models of care directions.

### Scope of Practice Definitions

This document maps the scope of practice for psychology across a continuum from allied health assistants through to advanced and extended scope roles. The following definitions apply to this document:

**Allied Health Assistant** encompasses technical staff who are trained to support allied health professionals with their practice. They may work for one professional group or a range depending on their work roles and tasks. Allied health assistants will be supervised by allied health professionals with a combination of direct and indirect support and will be assigned tasks based on their level of competence, knowledge and experience.

**Transition Scope** is relevant for clinicians who are new to their profession or new to their role and are developing their core skills. The time a clinician spends in transition will vary from person to person and amongst areas of practice. Clinicians in transition receive intensive support and supervision while they build their competence, skills, knowledge and clinical reasoning skills.

**Consolidation Scope** encompasses a degree of competence, experience and skill that allows the clinician to work relatively autonomously in their work role. They feel confident in their role, have the ability to support others in their skill development and demonstrate effective clinical reasoning and reflective practice relevant to that work role.

**Advance Scope of Practice:** is a level of practice characterised by an increase in clinical skills, reasoning, critical thinking, knowledge, experience and complexity of service provision so that the practitioner is an expert working **within** the scope of established contemporary practice<sup>1</sup>

**Extended Scope of Practice:** is a level of practice which incorporates practice beyond the established, contemporary scope of practice. Competencies and training pathways for extended scope roles, for registered and self-regulating allied health professional groups, continue to be refined in South Australia<sup>1</sup>

**Patient** refers to service users who utilise allied health services. For the purpose of these profiles, patient includes client, consumer, service user, customer and other similar terms

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<sup>1</sup> Scope of Practice Roles in SA Health Policy Directive.

# Allied Health Common Core Practice Profile<sup>2</sup>

	Allied Health Assistant	Transition Scope	Consolidation Scope	Advanced Scope	Extended Scope
<b>Assessment</b>	<p>Gathering of background information from case notes/patient to support clinical assessment</p> <p>Gathering routine information from clients, family and service providers</p> <p>Assists AHPs with clinical assessments as directed</p> <p>With appropriate competency based training, conducts basic screening assessments</p> <p>Prepares assessment resources/equipment for instrumental assessments and assists AHPs with equipment operation</p>	<p>Complex, comprehensive assessment of patient needs relevant to clinical need with supervision</p> <p>Critically analyse assessment findings in relation to clinical care needs and liaise with team to set priorities and plans with supervision</p> <p>Making valid interpretations of assessment findings based on sound clinical reasoning</p> <p>Use of appropriate evidence based tools</p> <p>Undertakes assessments in order to plan for therapy goals, ongoing care needs, potential to regain independence and suitability for rehabilitation or suitable early intervention approaches</p> <p>Is an active member of the multidisciplinary team in assessment, goal planning and discharge planning</p>	<p>Complex, comprehensive assessment of patient needs relevant to clinical need</p> <p>Critically analyse assessment findings in relation to clinical care needs and liaise with team to set priorities and plans</p> <p>Application of a wide range of assessment and therapeutic interventions to clients with complex needs</p> <p>Reviewing and incorporating relevant evidence and/or accepted best practice into the assessment and management of patients</p>	<p>Specialised assessment of patients</p>	<p>Highly complex and specialised clinical assessment, may take on roles of other professional groups relevant to area of specialty</p>
<b>Case management/ Care coordination</b>	<p>Assisting with the making of appointments and liaison with other community agencies</p> <p>Arranging client appointments, making routine reminder calls and following up patient non-attendances as appropriate</p> <p>Monitor patients who are stable and awaiting service provision and provide updates and information as it becomes available</p> <p>Monitor patients in community settings and provide updated information to allied health professionals as available</p>	<p>Actively contribute to ward rounds and/or clinical meetings</p> <p>Contribute to multidisciplinary problem solving</p> <p>Effective communication with patients, carers, and relevant other personnel involved in patient care to facilitate improved health and discharge outcomes</p> <p>Contributes to case management processes providing information based on outcome of comprehensive assessment in conjunction with input from patient, family, carers, multidisciplinary team and service providers</p>	<p>Manages complex case coordination</p> <p>Liaising with other Health Professionals on matters relating to patient care by communicating with the relevant staff and relevant others, as necessary, to ensure patient assessment and treatment by clinician is coordinated and appropriate</p>	<p>Coordinates care of highly complex patient groups</p> <p>Coordinates case coordination over multiple services in highly complex and volatile client/clinical environments</p>	
<b>Intervention</b>	<p>Assisting with, and participating in group and individual intervention programs</p> <p>Assisting with inpatient &amp; outpatient services</p> <p>Preparing and maintaining therapy rooms/materials and packing up/cleaning therapy rooms/resources as required</p> <p>Carrying out of predetermined programs with patients with direct/indirect supervision</p> <p>Preparing patients for therapy</p> <p>Monitoring patients response to intervention</p>	<p>Complex, multifaceted interventions across a range of clinical areas based on clinical need with supervision</p> <p>Run preprogramed therapy groups for patients in conjunction with other team members or with indirect supervision</p> <p>Goal setting with patients and carers to ascertain therapy priorities and methods</p> <p>Delegating appropriate tasks to assistants ensuring that dedicated tasks are performed safely and effectively</p>	<p>Treatment planning for intervention/support services based on comprehensive assessment</p> <p>Specialised, complex, multifaceted interventions using evidence based practice</p>	<p>Undertakes evidence based practice reviews and critical analysis to determine best practice for a given specialised area or generalist team</p> <p>Provides direction in regards to intervention strategies, practices and evidence for an allied health department or specialised area</p> <p>Develops new evidence based intervention methods, technology, patient needs and available resources</p>	

<sup>2</sup> All Allied Health Professionals will include these core services in their role

	<p>and modifying to a limited extent to meet patients level of function</p> <p>Liaising with clinicians regarding patient progress and their response to interventions</p> <p>Making of therapy resources Preparing therapy services, rooms, resources, etc.</p> <p>Escorting and/or organising transport for patients to/from therapy areas</p>	<p>Sets therapy goals and implements appropriate management/therapy, counselling and education to patients and carers with non-complex needs</p> <p>Provides programs for AHAs</p>			
<b>Interdisciplinary care</b>	<p>Articulate role in interdisciplinary team and assist as required</p>	<p>Articulate role within interdisciplinary team</p> <p>Seek support from senior members of team as required</p> <p>Working collaboratively with members of other disciplines within the hospital or community setting</p> <p>Contribute effectively to interdisciplinary team planning regarding care and treatment of client</p> <p>Attending and actively participating in ward rounds and/or client meetings</p>	<p>Participate in interdisciplinary clinical and planning activities</p>		
<b>Service provision/ Coordination</b>	<p>Disseminating information to patients</p> <p>Sending/receiving referrals completed by clinician</p> <p>Following up on support services on request</p> <p>Maintains patient appointment scheduling including associated booking system requirements, transport etc.</p>	<p>Managing complex needs of patients, carers and families as relevant to caseload with support</p> <p>Identifying required support services</p> <p>Making referrals to support services</p> <p>Contacting support services and other systems to coordinate and collaborate regarding service provision</p> <p>Ensuring appropriate clinical handover for patients being transferred to the care of other professionals using appropriate tools and guidelines relevant to organisation</p> <p>Advising and liaising with external organisations which may require exchange of information on patients to ensure appropriate care of patients by a variety of communication processes involving professionals, family and/or relevant others</p>	<p>Managing complex needs of patients, carers and families as relevant to caseload</p> <p>Manages discipline staff resourcing, goods and services to ensure service needs are met which ensure optimal outcomes for patients, carers and families, other consumers/stakeholders</p>	<p>Developing service delivery models/services/clinics based on unmet need</p> <p>Evaluating service delivery models/services</p>	
<b>Advocating</b>		<p>Provides an integrated approach to patient management through counselling, discussion, educating and training patients, families, carers and staff in specific techniques to be followed</p> <p>Liaises with families/carers, other health service staff and relevant community service agencies with regards to assessment findings and recommended management plans</p>	<p>Advocating for clients and their family within the hospital and when referring to community services and other agencies</p> <p>Encouraging the active participation of patients and their families/ carers in their assessment and treatment, enabling them to achieve the optimal level of independence</p> <p>Implements new initiatives which improve outcomes for patients, families and / or</p>		

		Advocates for clients and their family in order to access appropriate ongoing management e.g. referral to community services and agencies	community, involving consumers in consultation and development of relevant policies and procedures		
<b>Discharge planning</b>	Delivering resources or information to patients  Giving routine information about services in the community	Makes referrals to external service providers and coordinates care for discharge  Referrals are accepted and responded to by community agencies  Ensures relevant and appropriate clinical handover and completion of appropriate discharge documentation  Contacts support services to coordinate service provision  Contributes to complex discharge planning	Leads complex discharge planning	Applies expert clinical knowledge in regards patient care to ensure safe and sustainable discharge across a range of highly complex patient needs	
<b>Documentation</b>	Assisting the inpatient staff by helping to prepare documentation and supportive resource information.  Documentation in medical records, and written and verbal reporting on intervention  Document service provision/ education/ resources/ equipment provided to patients  Documents clinical handover to other care providers using established systems  Adheres to minimum standards for documentation	Documented evidence of intervention in case notes  Document assessment findings, intervention outcomes, discharge plans, family/carer needs/concerns, ongoing needs and potential barriers for discharge/recovery	Provision of high quality written reports/assessment to be included in case notes  Completes appropriate documentation as per allied health, discipline and service guidelines	Writes proformas, guidelines and standards for documentation  Support staff with complex documentation needs  Document data, patient outcomes, discharge planning outcomes, barriers to discharge etc. for management or hospital wide committees	
<b>Supervision</b>	Participates in direct and indirect supervision activities	Participate in supervision, performance appraisal, professional development, clinical reflection  Supervise students as appropriate  Seeking guidance and supervision from experienced staff when more complex problem solving , professional decision making and practice skills are required	Participate in supervision, performance appraisal, professional development, clinical reflection  Supervise students and clinical staff as required  Provide professional supervision and management to clinicians within team	Participate in supervision, performance appraisal, professional development, clinical reflection  Supervise supervisors  Coordinate and supervise student supervision program  Conduct performance appraisals	
<b>Quality assurance /Risk</b>	Collection and analysis of data to provide information on patient progress or services  Participation in team quality activities, research and evaluation  Maintaining required statistics, recording accurate and timely workload data  Develops resources e.g. handouts	Participating in quality improvement activities, research and performance enhancement programs  Contributing to the development of departmental and organisational procedures and policies  Actively promote contribution of allied health staff to the delivery of high quality health care  Contribute to service development and planning  Evaluate own practice	Participate in quality management, quality assurance and risk management activities  Contribute to service development  Encourage and foster positive culture and safe work environment  Work in collaboration with other health professionals to achieve optimal client outcomes  Develop and foster a culturally appropriate, respectful and safe work place	Develop and implement quality, risk management projects and monitor quality of service provision  Develop and maintain an appropriate system of referral and work allocation ensuring equitable distribution of workload within the team  Developing and maintaining team priority setting  Monitoring workloads and practice standards through regular supervision	

				<p>Represent team/service at working parties/committees as required</p> <p>Conducting relevant research and promulgating the results Leading and supporting team members in conducting research and evaluation activities</p>	
<b>Professional Development</b>	<p>Maintaining and developing knowledge and skills in relation to position requirements</p> <p>Undertakes Credentialing/competency training for advanced AHA roles e.g. swallow screening</p>	<p>Maintaining and developing clinical and professional knowledge and skills</p> <p>Participating in departmental and organisational professional development programs</p> <p>Complete annual professional plan and training as required to maintain registration/professional association membership as required</p>	<p>Professional development undertaken and where relevant, current approaches are integrated into clinical practice</p> <p>Understand and identify professional strengths, limitations and challenges</p> <p>Complete annual professional plan and training as required to maintain registration/professional association membership as required</p>		
<b>Education /Research</b>	<p>Support group work planning and interventions</p> <p>Prepare for education sessions as directed by clinician</p> <p>Provide research support to implement research projects such as collection of data</p>	<p>Contribute under direct supervision to development of research proposal</p> <p>Conduct literature reviews to support research proposal Collection and collation of data</p> <p>Run pre-prepared education sessions for patients and their families/community members/staff</p>	<p>Develop a research proposal and implement with direct support</p> <p>Conduct research into current practice standards</p> <p>Run education sessions/clinics/presentations on a range of topics relevant to clinical expertise for staff, consumers, community groups, students</p>	<p>Provide education to other health professionals in relation to advanced roles and tasks</p> <p>Developing an education strategy for a local health network or department</p> <p>Lead research projects requiring ethics approval, organisational support or specialised research skills</p>	<p>Provide education to other health professionals in relation to extended scope roles and tasks</p>
<b>Equipment Provision</b>	<p>Maintains equipment required for services Assists therapists in the issue and adjustment of equipment/aids for patients</p> <p>Assists clinicians in operation of equipment for instrumental assessment</p> <p>Cleans and maintains clinical equipment</p> <p>Key equipment reprocessing including cleaning and high level disinfection of clinical equipment with appropriate training</p> <p>Assists with ordering and supply of patient equipment and general clinic supplies</p>				

# Psychology Specific Practice Profile<sup>3</sup>

Psychologists are experts in human behaviour; they assess memory, development, learning, emotions, behaviour and other psychological factors using a range of assessments and tools. Psychologists provide a range of treatments and interventions relevant to individuals' needs as well as the needs of families, carers, service providers, organisations and communities.

The Psychology Board of Australia provides various classifications and titles for psychology clinicians depending on their level of training, competency, supervision and areas of practice.

A provisional psychologist is a clinician who is newly graduated from a general psychology degree and is undertaking further study, practical experience and supervision to gain full psychology registration. For the purposes of this profile, provisional psychologists may work in areas designated within the transition scope and/or some allied health assistant tasks as appropriate.

Psychologists who have qualified for full registration with the Psychology Board of Australia may work across transitional scope, consolidation and advanced scope depending on their skill level, clinical areas and designated roles.

Psychologists may have Post graduate Endorsed Areas of Practice from the Psychology Board of Australia which fit within an extended scope of practice. These include Clinical Neuropsychology, Clinical Psychology, Community Psychology, Counselling Psychology, Educational and Developmental Psychology, Forensic Psychology, Health psychology, Organisational Psychology and Sport and Exercise Psychology.

Psychology	Allied Health Assistant	Transition Scope	Consolidation Scope	Advanced Scope	Extended Scope (see Post graduate endorsed areas of practice <sup>4</sup> )
<b>Assessment</b>			<p>Assessment of complex patients with highly variable psychological needs in order to describe, conceptualise and predict their functioning, behaviour and personality</p> <p>Contributing to the development and implementation of an intake, assessment response system during operational hours within the team</p> <p>Assessment of patients with variable cultural backgrounds and ages utilising a range of culturally and developmentally appropriate tools and techniques</p>	Assessment of highly complex and multiple psychological issues	
<b>Case management /Care coordination</b>			<p>Managing a clinical case load of clients with the most complex support needs where psychology is the primary service being provided by the agency</p> <p>Consulting, supervising and care planning for individuals or groups with psychological issues</p> <p>Contributing to the development of individual multidisciplinary care plans for consumers</p> <p>Liaising with other team members in the management of clients</p>		
<b>Intervention</b>			<p>Selecting appropriate interventions based on clinical presentation to promote, restore, sustain or enhance cognitive functioning, emotional adjustment and a sense of wellbeing</p> <p>Planning and providing specialist treatment programs for complex psychological disorders. These may include cognitive and behavioural therapies, in group and individual formats</p> <p>Design and execution of new and creative treatment solutions through the systematic application of scientific principles and conceptual knowledge</p>	Specialised evidence based therapeutic interventions for various clinical areas including but not limited to neuropsychology, psycho-geriatric issues, infant/child/adolescent mental health issues, chronic diseases, mental health	

<sup>3</sup> Specific psychology roles will provide a range of these core services

<sup>4</sup> Post graduate Endorsed Areas of Practice include Clinical Neuropsychology, Clinical Psychology, Community Psychology, Counselling Psychology, Educational and Developmental Psychology, Forensic Psychology, Health psychology, Organisational Psychology and Sport and Exercise Psychology.

Grief, loss, adjustment assessment and support			Provision of complex grief, loss or adjustment assessment and support	Management of complicated/unmanaged grief, loss, adjustment matters Management of maladjusted/multiple/cognitive-behavioural grief, loss or adjustment assessment and management	
Patients who have attempted or plan to attempt suicide			Assessment, intervention, support and referral for patients who have attempted suicide or who plan to attempt suicide Comprehensive Mental State Examination and monitoring	Provision of specialised evidence based counselling and treatment	
Child protection			Providing assessment and support for children and families with child protection issues Communicating with child protection services re patient/family needs, concerns and plans Coordinating communication between acute sector and child protection services	Specialised skills in relation to child, youth and adult mental health	
Trauma / Crisis			Counselling patients, carers and families following complex/major trauma	Supporting multidisciplinary team members who have been exposed to trauma directly or indirectly Supporting patients, families, carers, members of the public following major/multiple trauma Specialised expertise in working with trauma across the age spectrum which contributes to better outcomes for individuals and communities	
Severe loss of capacity /decision making abilities			Undertaking cognitive and/or psychological assessments to ascertain capacity to make decisions		
Lack of family support/ complex family issues			Providing family based assessment, therapy and counselling		
High level stress of vulnerable patients /carers			Assessment of psycho/social/emotional needs and stressors and provision of appropriate therapy/counselling		
<b>Education</b>			Participating in health promotional activities across the region Provision of education and consultancy about psychological problems and issues		
<b>Advocating</b>			Providing consultancy services within the areas of discipline expertise to staff across disciplines and services, and to consumers, carers and community agency staff Promoting consumers and carers understanding of their rights and access to advocacy systems where appropriate	Provide psychosocially complex case support and education across all disciplines	
<b>Discharge Planning</b>					
<b>Documentation</b>			Document expert oral and written reports regarding patients with complex needs and issues advocating for patients, carers, health professionals, funders or medico-legal or, forensic purposes	Formulate report proformas and templates. Support staff with complex documentation needs Document data, patient outcomes, discharge planning outcomes, barriers to discharge etc. for management or hospital wide committees	
<b>Supervision</b>				If a Psychology Board approved supervisor, provide supervision to higher degree students, Provisional Psychologists and Registrars as required	



Endorsed Practice Areas	
Clinical psychology	Assessment of a range of mental health conditions including anxiety, depression, substance dependence, pain and somatic issues, schizophrenia, bipolar disorder, bulimia, anorexia, binge eating, conduct disorder, separation anxiety, attention deficit and hyperactivity disorder, autism spectrum disorders, borderline, antisocial and other personality disorders using a range of methods and strategies Assessment of psychological functioning including learning, intelligence, emotion, cognition, memory and personality
	Treatment planning for a broad range of mental health problems Provision of various psychological therapeutic interventions relevant to patient's mental health issues including psychotherapy and behaviour change methods
Counselling psychology	Assessment of psychological functioning using a range of evidence based tools and tests including learning, intelligence, emotion, cognition, memory and personality
	Counselling and therapy services for a wide range of issues and disorders including anxiety and depression. Psychotherapy for patients experiencing trauma, assault, domestic violence, grief and loss, relationship difficulties and interpersonal conflicts Mediation, employee assistance, career development and assessment services Provision of individual, group and family interventions
Forensic psychology	Provision of psychological assessments for forensic and legal purposes specifically; assessment of offenders and persons at risk of suicide or self harm in prisons Assessment of malingering, dissimulation and impression management strategies Application of legislation and law during the interviewing of adults, children and vulnerable people for forensic, civil, criminal and administrative legal purposes Application of a range of assessment, interview and investigative methods to produce probative evidence
	Interventions for children in the care of child protection agencies, parents under investigation with child protection agencies, criminals and persons detained in forensic facilities, victims of crime, families in family court and people involved in civil or administrative law courts with psychological impacts
Clinical neuropsychology	Diagnostic assessment of patients with brain dysfunction using a range of methods and tests in accordance with clinical presentation, test construction and interpretation Exploration of severity of issues, functionality of impairment and the role malingering and impression management strategies
	Treatment planning for a broad range of neuropsychiatric and personality dysfunctions Intervention provision for patients with neuropsychological issues including cognitive and behavioural rehabilitation Counselling and psychotherapy for individuals and groups Consultancy advice relevant to neuropsychology and brain dysfunction
Organisational psychology	Working with industries in a range of areas including recruitment and selection, workforce analysis, leadership and succession planning, coaching, career development, stress management, workplace advocacy, change management support and the study of consumer behaviours and preferences Multisource and multi-rater assessment for the determination of workplace effectiveness
	Coaching and counselling for individuals and groups related to workplace performance, career progression and transitions, goal setting, motivation, health and wellbeing
Sport and exercise psychology	Working with athletes and others to support their engagement in sport and exercise Assessment of issues and obstacles to optimal sport and exercise performance including; stress, anxiety, depression, pain, injury, eating and dietary issues, drug issues, conflict and sexual harassment
	Wide range of interventions including cognitive and behavioural intervention, coaching and counselling for individuals, groups and communities
Educational and developmental psychology	Assessment of learning or conduct issues in children Assessment for individuals across the lifespan including; developmental assessment, educational attainment, learning, reading and communication abilities, neuropsychological functioning, intelligence, behaviour, personality, emotion and family functioning, career and work preferences and abilities and psychopathological tests
	Provision of a range of interventions for developmental, learning and educational, life skills and behavioural purposes Adolescent, parenting, peer and family relationship support and interventions Career guidance, support with career transitions, healthy ageing and grief and loss
Health psychology	Psychological services for health promotion and the prevention and treatment of acute and chronic illnesses Assessment of health attitudes and behaviours of groups and communities Assessment of psychological, behavioural and psychosocial factors that influence health including issues around addiction, pain, functioning, exercise, physical mobility and stress
	Intervention strategies to promote health and wellbeing for patients in hospital, those with chronic conditions, patients at risk of disease or disability and individuals who would benefit from positive wellbeing and empowerment strategies
Community psychology	Assessment of community's strengths, needs and opportunities, social networks and resources
	Supporting communities with challenges to help solve problems and restore the wellbeing of individuals and the community Provision of interventions to address psychosocial needs of a community Advocacy for groups and communities with challenges Counselling for individuals and groups to assist them to meet their needs and goals Support with community challenges including bushfires, drought, climate change, unemployment, violence, disability, poverty, indigenous, refugee and immigration issues, oppression and rural and remote communities

### Version Control and Change History

Version	Date From	Date to	Amendment
V1	September 2017	September 2020	

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