



APS

Australian
Psychological
Society

2012 ANNUAL REPORT

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APS BOARD OF DIRECTORS

The Annual General Meeting
APS Annual Conference
Canberra, 2011



PRESIDENT

Professor Simon Crowe FAPS

Simon is Professor of Neuroscience and Clinical Neuropsychology in the School of Psychological Science at La Trobe University. He maintains a strong research program, publishes widely and conducts an extensive private practice in the area of medico-legal disputation. Simon is a member of the APS Colleges of Clinical Psychologists, Clinical Neuropsychologists and Forensic Psychologists. He was a member of the APS Board of Directors from 2005 to 2007 and was elected again in 2008 and as President-Elect in 2009, serving as Vice-President for periods during this time. Simon currently chairs the Governance Committee of the APS Board and with the Executive Director co-chairs the Forums of the APS College Chairs, State Committee Chairs, Branch Chairs and Interest Group Convenors.

PRESIDENT-ELECT

Associate Professor Tim Hannan FAPS

Tim is an Associate Professor of Clinical Psychology in the School of Psychology at Charles Sturt University, having previously worked in public health and private practice. He holds postgraduate qualifications in clinical psychology, clinical neuropsychology, cognitive science, and sport psychology. A member of the Society since 1992, Tim has served on numerous Branch and College committees, including terms as National Chair of the APS Colleges of Clinical Neuropsychologists, Educational and Developmental Psychologists, and Sport Psychologists. Tim was elected as a Fellow of the APS in 2008 and to the Board of Directors in 2010, and will commence his term as President in October 2012. He currently sits on the Governance, Finance, Investment and Audit and Risk Management Committees of the APS Board.

EXECUTIVE DIRECTOR

Professor Lyn Littlefield OAM FAPS

Lyn was appointed as Executive Director of the APS in 2001 and is a member of the APS Colleges of Clinical Psychologists, Counselling Psychologists and Community Psychologists. Lyn was previously the Head of the School of Psychological Science at La Trobe University where she continues to hold a professorial appointment. She was the inaugural director of the Victorian Parenting Centre, and in 2001 received the Medal of the Order of Australia for service to the welfare of children and families and the advancement of training in the field of child, adolescent and family psychology. Lyn is a Fellow of the Australian Institute of Company Directors and the Australian Institute of Management, sits on several related Boards and currently chairs the APS Psychology Education and Training Review Group among several others.

GENERAL DIRECTORS

Ms Sue Carter

Sue is a Chartered Accountant and has a consulting practice specialising in corporate governance and board effectiveness. She is a former Australian Securities and Investment Commission (ASIC) Regional Commissioner for Victoria. Sue has held non-executive director positions on a number of Boards in the public and private sectors and is currently a non-executive Director of Treasury Corporation of Victoria, ANZ Staff Superannuation (Australia) Pty Ltd, and Horticulture Australia Limited. She is also Chairman of the Compliance Committee of Black Rock Investment Management (Australia) Ltd. Sue currently chairs the APS Finance, Investment and Audit Committee of the APS Board and the APS Constituent Units Review Committee.

Associate Professor Erica Frydenberg FAPS

Erica is an Associate Professor at the University of Melbourne, a researcher and educator. Her research interests relate to the social and emotional development and adjustment of children, adolescents and adults, and she has published widely in these areas. She has been the recipient and chief investigator on numerous ARC and philanthropic grants. Erica has had a long association with the APS including serving as a member of the Board of Directors for three years from 2006, past Chair of the Victorian Branch, and member of the National Executive of the APS College of Educational and Developmental Psychologists. Erica currently chairs the APS Membership, Recruitment, Retention and Engagement Advisory Group.

Emeritus Professor Gina Geffen AM FAPS

Gina has 45 years experience in academic research, teaching, clinical practice and governance of the profession, with over 150 publications. In 2007 she was made a Member of the Order of Australia for services to psychology, and in 2008 received the APS President's Award for Distinguished Contribution to Psychology and a Doctor of Science honoris causa from

Flinders University. In 2010 Gina was made a Fellow of the Australian Society for the Study of Brain Impairment. She is a member of the Psychology Board of Australia and conducts a private practice in chronic pain management. Gina currently chairs the APS Science, Academia and Research Advisory Group.

Professor Mike Kyrios FAPS

Mike is Professor of Psychology at Swinburne University, where he is Director of the Brain and Psychological Sciences Research Centre and chairs the Executive Committee of the National eTherapy Centre. He chaired the Scientific Committee of the International Congress of Applied Psychology in 2010, and will do so again for the 2016 World Congress of Behavioural and Cognitive Therapies. Mike has been a member of the APS since 1984 and instigated the Psychology and Cultures Interest Group of the APS. He has also served as National Chair of the APS College of Clinical Psychologists from 2004 to 2006. Mike currently chairs the APS Professional Practice Advisory Group.

Mr Alan Plumb FAPS

Alan is currently the head psychologist at the Bunbury Behaviour Centre in Western Australia. He has worked primarily in the Southwest and Kimberley regions of Western Australia as a psychologist in education since 1976, both as a practitioner and manager of school psychology services, and has served on a range of Department of Education reference groups. Alan has been a member of the APS and a Member of the APS College of Educational and Developmental Psychologists since 1984, and has also served as Chair of APS Branches in WA and as the WA State Chair. Alan currently chairs the APS Rural, Regional and Remote Advisory Group.

Dr Nick Reynolds MAPS

Nick has worked as an independently practising organisational psychologist since 2003 and consults to a wide variety of organisations. He has been

employed by a number of global consultancy organisations and has held Australia-wide leadership roles. Prior to this Nick spent 17 years as an Army psychologist, including facilitating the Army's psychological research unit. He has been a member of the APS for over 30 years and has held various State and national positions with the Queensland and ACT Branches and the College of Organisational Psychologists. Nick was a member of the APS Governance Review Steering Committee from 2004-2006 and currently chairs the APS Professional Development Advisory Group.

Dr Bob Rich MAPS

Bob is a counselling psychologist in private practice, where approximately two-thirds of his clients are survivors of childhood and/or recent trauma. He was the secretary of both the National Executive and the Victorian Section of the APS College of Counselling Psychologists for several years, and has been a member of the APS for over 20 years. He has worked with Indigenous Australians, and is passionate about human rights and building an environmentally sustainable society. Bob is also the author of 14 books and has expertise in several research fields. He currently chairs the Public Interest Advisory Group of the APS.

Emeritus Professor Trang Thomas AM FAPS

Trang is an Emeritus Professor of Psychology at RMIT University, and has been an active member of the APS for more than 35 years. She is a member of the APS College of Counselling Psychologists and has previously served as Director of Science and as a General Director on the APS Board. Trang has previously been a Council member of the NH&MRC and Assistant Human Rights Commissioner, and has served on the Boards of SBS, Alzheimer's Australia (Vic), Victorian Casino and Gaming Authority and as full-time Chair of the Victorian Multicultural Commission. She has received many awards, including being made a Member of the Order of Australia.

EXECUTIVE REPORTS



“One particular focus for me over all of my term as President has been the efforts to reinvigorate the scientific basis of the APS as a learned society.”

PRESIDENT’S REPORT

Professor Simon Crowe FAPS

Herewith the APS Annual Report for 2011-12, which includes presentation of the usual careful and detailed information regarding the APS operations over the last year. I encourage readers to peruse it fully and hope the breadth, depth and reach of the activities of today’s APS will impress. As evidenced in the following pages, we have had a very good year with continued growth in our membership and financial health, as well as in the quality and level of service that we provide to members.

As is the usual custom, the APS activities during 2011-12 have been guided by the Strategic Plan which is set by the Board of Directors. The priorities have involved the important issues of advocacy, representation and promotion of APS members’ interests to the public, government and other professions. The APS has also continued to be a trusted source of information, advice and resources in supporting members in their diverse work settings. These priorities have been set within the context of highlighting the contribution of psychological knowledge for the enhancement of community wellbeing.

Over the last year, the Board of Directors has particularly focused its strategic planning to concentrate on the benefits of APS membership to the more than 20,000 members of the Society. The

mission statement of the APS was revised slightly to capture this, and now indicates that “the APS is dedicated to advancing the discipline and profession of psychology for the benefit of members and the communities they serve”. The intent of the Board has thus been to put the members in the middle, by evaluating every decision and every action in terms of how each will improve service delivery and benefits to APS members. My fellow members of the APS Board and I occupy our positions on the Board only because members elect us to do so, and in every way our focus therefore has been and must continue to be on how to serve members’ needs, as complicated and diverse as these are.

There have been a number of particular highlights for the 2011-12 year and in the context of this report it is worthwhile to recount just a few. A significant achievement over the last year has been the establishment of the new Division structure within the Society. The newly created Divisions are the Division of Specialty Psychological Practice; the Division of General Psychological Practice; and the Division of Psychological Research, Education and Training. The Division of Specialty Psychological Practice in essence already existed and continues as the College Chairs Forum. The Division of General Psychological Practice has been newly established to provide members of the

Society who do not belong to an APS College with a specifically designated forum to allow their issues, concerns and requirements to be heard. The third new grouping, the Division of Psychological Research, Education and Training, is the last cab off the rank, and will make further inroads into enthusing our academic and research members about the benefits of APS membership and the strength that we can have as a united group within the higher education sector.

Another highlight of the year was the initiative of the Society in a full partnership with the Australian Indigenous Psychologists Association (AIPA) to develop a Reconciliation Action Plan (RAP) for the APS. The aim of the RAP is to make explicit the commitment to the steps our organisation is taking to address the inequalities experienced by Aboriginal and Torres Strait Islander peoples, and to celebrate what can happen when there are genuine partnerships between Indigenous and non-Indigenous people and organisations. The RAP has been developed through the detailed work of the APS RAP Working Group in consultation with APS members, and will be launched at the 2012 APS Annual Conference in Perth in September.

One particular focus for me over all of my term as President has been the efforts to reinvigorate the scientific basis of the APS as a learned society. This has been achieved through a number of initiatives, including improving the quality of the APS flagship journals through editorial and design changes, which has been evidenced by an increase in the impact factor of each of the three major journals in 2012.

Another aspect of this is the free member access to the EBSCO psychological and behavioural science journals database, which enables all APS members to readily access the science which informs their practice. The scientific basis of the APS has also been supported and fostered

through an expanded APS conference program where six major conferences were presented in 2011, as well as through the recognition and reward of distinguished scientists and educators with the APS Awards program.

These highlights complement the many other things that the APS has continued to do as part of the regular round of activities during 2011-12, including contributing our psychological knowledge on issues of community concern, continuing to defend and advocate for the Better Access Medicare program, providing advice and resources for members, and numerous other activities and services that offer valuable and sustainable member benefits.

I still find it hard to believe that my term as President is nearing its end, and it is with no small amount of sadness that I hand the Society on to our new President, Associate Professor Tim Hannan FAPS, and wish him good luck. Becoming President of the Australian Psychological Society has realised a long-held ambition for me, and it has been a great pleasure, honour and joy to fulfil this role.

As a final note I would like to particularly thank our Executive Director, the APS Board and the National Office staff who all contribute 110 per cent to make our Society the unique, dynamic and vibrant organisation that it is. Most of all, however, I would like to thank the members of the Society and the large number of these who give their time and expertise so willingly on various APS Committees and Groups, as office bearers of APS Member Groups and as editors of APS journals and newsletters.

I commend readers to the APS 2012 Annual Report, which demonstrates in so many ways the impressive achievements of the APS over the last year.

EXECUTIVE REPORTS

The APS now has a strong voice of over 20,500 members and continues to attract new members who want to belong to this highly respected professional organisation.



EXECUTIVE DIRECTOR'S REPORT

Professor Lyn Littlefield OAM FAPS

The last year, like so many in recent times, has presented many challenges and opportunities in the ever-changing world of psychology. The APS has constantly monitored emerging developments and changes in government policy, regulatory frameworks, higher education, healthcare reforms and workforce demands, and identified opportunities to influence policy and trends through vigorous representation and promotion of the discipline and profession of psychology. APS members' interests, and those of the communities they serve, have guided the focus of activities for the Society within this external context.

The APS now has a strong voice of over 20,500 members and continues to attract new members who want to belong to this highly respected professional organisation. APS members are spread right around Australia in the 40 APS Branches, with more than 8,000 belonging to an APS College and a similar number involved in the 41 Interest Groups of the APS. The last year brought a significant expansion in the APS services for student members, and this has seen a substantial increase in students from all Australian universities amongst the APS membership.

The major developments in the external environment in which psychology has operated in 2011-12 have included

the sweeping new health workforce reforms being implemented by the government agency Health Workforce Australia, particularly those associated with expanded scopes of practice and moves towards generalist models, which have major implications for the psychology profession and its education and training pathways. In addition, changes associated with the national registration and accreditation scheme in 2011-12, involving the introduction of mandatory supervisor training and the implementation of very stringent requirements under the workforce internship pathway to registration, have significant implications for the psychology workforce and its training.

Within the higher education sector, 2011 revisions to the Australian Qualifications Framework, coupled with the developments outlined above and chronic underfunding of postgraduate professional psychology degrees, have necessitated an APS-led review of the psychology education and training model to proactively address these issues rather than have revisions imposed under various reform agendas. Added to this mix are the significant recent changes to Government mental health programs, including the 2011 Federal Budget cuts to the highly successful Better Access initiative, and the evolving health reform alterations to primary healthcare delivery.

The APS has worked hard to represent the interests of all members who will inevitably be affected by these developments, and has provided sustained advocacy with Government Ministers and their advisors, representation on influential committees and strategic partnerships, comprehensive submissions to prominent inquiries, and promotion through media campaigns. The skilled and effective advocacy by the APS has influenced a number of developments, including the interim reinstatement of the Better Access sessions which had been cut in the 2011 Federal Budget, and improvements to the quality of practitioner training and interventions for the expanded ATAPS mental health programs being delivered

through the new Medicare Locals. As the Government moves through its health, eHealth record and health workforce reform agenda, the APS has specifically ensured that the needs of psychologists and other non-medical health practitioners and the clients they serve have been highlighted.

The APS has had a particular focus on providing members with a source for accurate, comprehensive and timely information in the fast-changing world of psychology, which has been delivered via the telephone and email advisory services, and through member publications, website updates and email alerts. Communication with and between members has been enhanced through an increased use of social media by the APS over the last year, including online discussion forums, a student Facebook page and an official APS Twitter account.

The APS has sought initiatives over the last year that ensure that the strength of the APS is shared by all members, including the establishment of three new Divisions to provide a forum for all members to be represented and have a direct line to the Board and National Office to enable tailoring of resource and policy development. Coupled with this has been the introduction of initiatives to facilitate greater recognition of APS psychologists including the Member Identity Program and changes to the APS logo. The size of the APS has also continued to enable members to benefit from services such as free access to the EBSCO database, quality professional indemnity insurance and promotion through the extensive Find a Psychologist service.

In addition, the APS has significantly expanded its support for members' continuing professional development (CPD) which is now a mandatory and central component of professional life. A huge variety of CPD events were arranged by APS Branches, Colleges and Interest Groups across Australia during the last year, and the National Office significantly expanded its offering of online learning packages. The APS

also facilitated peer consultation arrangements among members through networks across Australia. In addition, the APS significantly broadened its conference program in 2011, with six high quality conferences providing comprehensive professional development opportunities as well as considerable media exposure for psychology and the expertise of APS psychologists through associated APS media campaigns.

The APS has continued its major involvement in Government-funded child and youth mental health initiatives, with 2011-12 seeing the further expansion of the KidsMatter initiatives in primary schools, preschools and long day care centres across Australia. The APS has continued to promote psychological knowledge for community concerns on issues such as the impacts of prolonged immigration detention and psychological aspects of gambling harm, to name just a few. The 2011 National Psychology Week research survey was commissioned to provide a 'state-of-the-nation' analysis of stress and wellbeing in the community, and gained significant government attention and widespread media coverage. The APS has provided ongoing funds and support for the work of the Australian Indigenous Psychologists Association, and has offered ongoing resources and support to colleagues in New Zealand and Japan following their devastating natural disasters in 2011.

Needless to say, it has been an enormously busy year! The achievements of the APS over the last year have been the product of collective efforts which, as always, have included significant contributions from the large number of members who give their time and particular perspectives in so many different capacities throughout the Society. These voluntary contributions are essential to the functioning of the APS. I would like to reiterate the President's thanks to the APS Board, National Office staff and all the members across this organisation for their significant contributions to the highly valued work of the APS.

EXECUTIVE REPORTS



GENERAL MANAGER AND CHIEF FINANCIAL OFFICER

Barry Whitmore

FINANCIAL COMMENTARY

Overview

The activities of the APS during the 2011-12 year resulted in a surplus of revenue over expenditure of \$230,995, representing 1.1% of total revenue (2011: \$1,395,059; 6.7%). Revenue decreased slightly by 1.8% to \$20,373,686, while expenses increased by 4.1% to \$20,142,691.

The APS Balance Sheet continues to strengthen with net assets of \$12.6m, representing approximately 62% of 2012 revenue.

Although the APS financial results vary from one year to the next, this year's results continue to be consistent with the overall aim of balancing the provision of an ever increasing range of high quality benefits and services to members while ensuring the Society's ongoing financial sustainability.

Revenue and expenditure

This year, membership fees were 37% of total revenue compared with 51% five years ago and almost 60% ten years ago. APS activities funded by revenue from sources other than membership fees have expanded significantly during this time, in line with a deliberate strategic objective.

Some of the major movements in revenue and expenses in 2012 compared with 2011 include the following:

- The increasing activity of the APS Member Groups, achieved as a result of the significant voluntary contribution of members, has continued strongly and is reflected by an increase in revenue of 32.3% and a 30.9% increase in related expenditure.
- Expenditure recorded under the title 'Products and Services' increased by approximately \$70,000, mostly attributable to providing members with access to the EBSCO *Psychology and Behavioural Sciences Collection* of online journals.

- Expenditure under 'Marketing/Media' increased significantly reflecting a range of new activities, including the redesign of the APS logo and associated Member Identity Program which aim to promote greater recognition of APS psychologists. The commitment to promote the APS to psychology students, including the use of social media as well as expanding the range of services to students, was also a major focus for 2011-12.
- Revenue related to the APS journals increased by almost \$300,000 this year as a result of increased royalties associated with the level of external subscribers to journals, as well as substantial copyright income related to third party use of journal content.
- Conferences revenue decreased by \$1.8m and expenses decreased by \$1.3m, mostly attributable to the financial results of the International Congress of Applied Psychology (ICAP) hosted by the APS in July 2010 being included in the prior year 2010-11 figures.
- In line with the ongoing commitment to enhancing community wellbeing, involvement in funded health and wellbeing projects increased and was associated with revenue and expenditure increasing by more than \$960,000.

Cash flow and liquidity

The APS cash position is strong, although ending the year with a 13% decrease from 2011. It should be noted that a major portion of this decrease was due to the delayed receipt of approximately \$1.1m of funding related to the KidsMatter project. Further details are as set out in the statutory financial report included within this Annual Report.

The statutory financial report is on page 45 of this Annual Report.

OVERVIEW OF FINANCIAL RESULTS

Detailed statement of income and expenditure – twelve months ended 31 May 2012	2012 \$ Revenue	2012 \$ (Expense)	2012 \$ Net revenue/ (Net expense)	2011 \$ Revenue	2011 \$ (Expense)	2011 \$ Net revenue/ (Net expense)
MEMBERSHIP SUBSCRIPTIONS (including processing new member and reinstatement applications, and maintenance of member records)	7,514,071	(526,287)	6,987,784	7,130,462	(541,995)	6,588,467
MEMBER BENEFITS						
APS Member Groups / Units	2,035,902	(3,178,412)	(1,142,510)	1,538,658	(2,428,970)	(890,312)
<i>InPsych</i> and State Newsletters	347,706	(519,085)	(171,379)	362,579	(565,790)	(203,211)
Website	-	(220,583)	(220,583)	-	(214,162)	(214,162)
Meet the Members functions	-	(10,930)	(10,930)	-	(8,365)	(8,365)
Products and services	677,977	(101,307)	576,670	655,685	(33,215)	622,470
PsychXchange recruitment service	323,135	(8,457)	314,678	348,796	(13,238)	335,558
Referrals service	385,794	(115,350)	270,444	365,087	(98,608)	266,479
TOTAL MEMBER BENEFITS	3,770,514	(4,154,124)	(383,610)	3,270,805	(3,362,348)	(91,543)
PSYCHOLOGY – DISCIPLINE AND PROFESSION						
Liaison with government and other external bodies	-	(538,486)	(538,486)	-	(480,564)	(480,564)
Course accreditation and approval	202,623	(89,003)	113,620	217,875	(290,607)	(72,732)
APS journals, conference abstracts and proceedings	501,503	(548,315)	(46,812)	203,569	(615,725)	(412,156)
APS Awards Program and educational support	676	(87,265)	(86,589)	38,245	(150,959)	(112,714)
Professional and workplace support	20,059	(800,365)	(780,306)	19,887	(607,746)	(587,859)
Professional development – events and administration	643,131	(1,004,920)	(361,789)	597,645	(852,396)	(254,751)
Assessments of qualifications	344,181	(378,843)	(34,662)	704,482	(698,692)	5,790
Marketing / Media	9,919	(738,880)	(728,961)	15,332	(449,015)	(433,683)
Conferences	716,362	(1,150,415)	(434,053)	2,550,863	(2,493,187)	57,676
Ethics	11,431	(16,042)	(4,611)	15,438	(44,940)	(29,502)
TOTAL PSYCHOLOGY – DISCIPLINE AND PROFESSION	2,449,885	(5,352,534)	(2,902,649)	4,363,336	(6,683,831)	(2,320,495)
COMMUNITY WELLBEING						
Psychology in the public interest	-	(261,457)	(261,457)	750	(281,148)	(280,398)
National Psychology Week	-	(137,496)	(137,496)	-	(108,441)	(108,441)
Involvement in funded health and wellbeing projects	5,276,396	(5,276,396)	-	4,308,711	(4,308,711)	-
TOTAL COMMUNITY WELLBEING	5,276,396	(5,675,349)	(398,953)	4,309,461	(4,698,300)	(388,839)
GOVERNANCE AND MANAGEMENT						
Governance and executive management	-	(1,125,563)	(1,125,563)	-	(1,009,353)	(1,009,353)
TOTAL GOVERNANCE AND MANAGEMENT	-	(1,125,563)	(1,125,563)	-	(1,009,353)	(1,009,353)
CORPORATE SERVICES						
Human resources, finance, IT, legal and administration	-	(1,655,446)	(1,655,446)	-	(1,580,667)	(1,580,667)
Depreciation, rent and other property charges	-	(1,653,388)	(1,653,388)	-	(1,477,055)	(1,477,055)
Interest and other income	1,362,820	-	1,362,820	1,274,544	-	1,274,544
Gain on sale of investment property – Grattan Street	-	-	-	400,000	-	400,000
TOTAL CORPORATE SERVICES	1,362,820	(3,308,834)	(1,946,014)	1,674,544	(3,057,722)	(1,383,178)
TOTAL	20,373,686	(20,142,691)	230,995	20,748,608	(19,353,549)	1,395,059

THE YEAR IN REVIEW

ADVANCING THE DISCIPLINE AND PROFESSION OF PSYCHOLOGY

SKILLED AND EFFECTIVE ADVOCACY

Psychological practice

Campaign for maintenance of the Better Access initiative

The APS advocacy and negotiations around the cuts to the Better Access initiative have continued since the cuts were first announced in the 2011 Federal Budget, which saw the number of sessions of psychological treatment a client could receive in a calendar year cut from a maximum of 18 sessions in 'exceptional circumstances' to a maximum of 10 sessions. The APS mounted a strong campaign against the cuts, which was strengthened by the 2011 APS study of nearly 10,000 clients who needed more than 10 services and provided compelling evidence of the effectiveness of the extra sessions and hence the potential impact of the cuts. Early in 2012 the Government announced interim arrangements to reinstate the 'exceptional circumstances' sessions for a transitional period to the end of 2012. This was an extremely important decision for the estimated 87,000 people per annum with more complex mental health disorders who had been left without access to appropriate and effective treatment as a result of the cuts.

The Government's decision to reinstate the sessions for a limited period, taken with the rationale of enabling a period of adaptation while alternative mental health services increase their capacity, was a direct reflection of the strong and persistent APS advocacy efforts, as well as those of individual members. As part of the campaign, the APS proposed an alternative funding arrangement for the Better Access cuts which was promoted through an ongoing media campaign and advocacy with the Minister, senior bureaucrats and other politicians. The APS provided three submissions and gave evidence at the August 2011 Senate Inquiry into funding of Commonwealth mental health services, which included an investigation of the impact of the Better Access cuts,

and it was very pleasing to see that the alternative funding proposal was included as one of the recommendations from the Senate Inquiry. The proposal was subsequently incorporated into recommendations by the Greens for an interim program.

The APS has continued a sustained advocacy campaign to press for permanent reinstatement of the Better Access sessions since the interim reinstatement was announced. A new APS study of Better Access clients is being undertaken to inform the campaign for permanent reinstatement of the 'exceptional circumstances', given the effectiveness of the 2011 APS study in assisting APS advocacy.

Expansion of ATAPS program

The Federal Government's 2011 mental health reforms provided new funding for an expansion of the Access to Allied Psychological Services (ATAPS) program to children with mental health problems and their families, Aboriginal and Torres Strait Islander people, and others from hard to reach locations or groups, which will be rolled out through the new Medicare Locals. To ensure the provision of quality treatment services, the APS developed a joint project with the Australian Medicare Locals Alliance (formerly the Australian General Practice Network) to provide a clinical governance framework for services delivered through ATAPS, and informed the operational guidelines to direct the ATAPS expansion. The governance framework provides guidance for Medicare Locals to ensure quality through improved accountability for client care and the application of appropriate workforce training standards for practitioners providing services under the ATAPS program.

In relation to the ATAPS program to assist children with mental health and behavioural issues and their families, the APS successfully advocated for allowable

evidence-based treatments to include working with parents without the identified child being present (currently not allowable under the Better Access initiative).

Health workforce reforms

A major development associated with health workforce reform began to gain significant momentum over the last year, bringing considerable implications for the psychology profession and psychology education and training. Health Workforce Australia (HWA) was established by Australian governments to increase the capacity and capability of the health workforce. The HWA's National Health Workforce Innovation and Reform Strategic Framework for Action 2011–2015 was released in late 2011 and demonstrated the scope of the reforms. Those with major implications for psychology are shared training pathways, moves towards generalist models of training, and expanded scopes of practice which could well see other segments of the health workforce providing a substitute psychology workforce.

The APS has engaged in significant advocacy to try to achieve the most appropriate outcomes for psychologists and the clients and communities they serve. As a member of the HWA Standing Advisory Committee for Health Professions, the APS has raised a number of concerns about various aspects of the HWA reforms and put forward proposals to try to influence inevitable developments to progress in more appropriate directions. The strategic partnerships that the APS is already involved in – such as Allied Health Professions Australia, the Mental Health Professions Association and the National Primary Health Care Partnership – strengthen the voice of the health professions to uphold appropriate standards of practice as the workforce reforms gather pace. Alliances through the APS' role in psychology education

and training – such as the Head of Department and School of Psychology Association and the Australian Psychology Accreditation Council – have also enabled stronger advocacy for appropriate training standards for psychologists in the reform process.

Health reforms

The APS has continued its representation of the psychology profession as the Government's 2010 health reforms have taken shape. Over the last year, this has involved representing the profession on relevant high level committees such as the Mental Health Expert Advisory Group, the Mental Health Council of Australia and the Mental Health Workforce Advisory Committee, along with submissions and regular meetings with Ministers, their advisers and Government departmental representatives. Participation in the health reform process has also been strengthened through APS membership of Allied Health Professions Australia, which represents over 50,000 frontline health professionals working in the primary health care sector.

One of the key areas that the APS has been involved in is the Medicare Locals Transition Committee which is overseeing the roll-out of the network of 62 Medicare Locals within the primary

health care system throughout Australia. Medicare Locals are being created from existing Divisions of General Practice and are expected to work together with Local Hospital Networks to form a National Health and Hospitals Network to deliver more integrated, locally responsive and flexible health.

APS advocacy has highlighted the challenges associated with the risk of medical dominance within Medicare Locals given that they are transitioning from Divisions of General Practice, and has argued that governance arrangements should reflect the breadth of primary health care and expertise from a range of health professionals. The integrated health care model of Medicare Locals has enabled the APS to promote the benefits of increased community access to psychological expertise through effective prevention programs, early intervention strategies, chronic disease management and community-based mental health care.

Input to Federal Budget planning

The annual Federal Government call for pre-Budget submissions once again provided the opportunity for the APS to present proposals for new initiatives to address issues of concern that are relevant to the psychology profession

and discipline and the people they serve. A major aspect of the APS submission for the 2012-13 Budget submission was a proposal for an alternative cost-saving arrangement to the 2011 Budget funding cuts to the Better Access initiative (see above). In addition, the pre-Budget submission particularly sought opportunities for proposals in areas that have been identified as an important focus of Government reforms.

The APS provided proposals for services to expand psychological treatment to assist people with chronic diseases to engage in health behaviour change. The APS submission also included proposals in the aged care sector to achieve greater access to neuropsychological assessments for older Australians. Given the Federal Government's focus on reforms in the disability sector with the first steps towards establishing a national disability insurance scheme, the APS submitted two proposals for increased use of psychological expertise in disability settings. The submission also included a proposal to increase access to psychologists in regional and rural Australian communities through the extension of a range of strategies and incentives that have been used for the medical profession.

FACILITATING ADVOCACY THROUGH APS MEDIA PROMOTION

APS advocacy efforts over the last year have been significantly enhanced through effective media promotion, and this was particularly the case for the ongoing campaign for maintenance of the Better Access initiative and for promotion of the pre-Budget submission to the Federal Government.

- The wider advocacy campaign to ensure reinstatement of Better Access sessions was supported by a media campaign which resulted in coverage throughout the year. APS concerns about the cuts were reported in national media such as *The Australian* and ABC Radio National, key Canberra outlets such as *The Canberra Times* and 666 ABC Canberra, and a range of State and regional outlets throughout the country. A radio interview on the Better Access cuts with Lyn Littlefield for ABC Radio's flagship *PM* program was syndicated across 30 national, rural and metro stations, and a number of other radio interviews followed this. Key medical publications such as *Australian Doctor* and *Medical Observer* also reported on the APS concerns about the vulnerable Australians who had been left exposed by the Better Access cuts.
- The APS pre-Budget submission to the Federal Government also gained significant media exposure, with particular interest in the need for increased higher education funding for psychology places, the role of psychology in addressing the obesity epidemic, and access to neuropsychological assessments as a key step in improving aged care, resulting in stories in *The Australian*, *The Canberra Times*, *Food Magazine*, *Australian Ageing Agenda*, and *Aged Care INsite*.

THE YEAR IN REVIEW

SKILLED AND EFFECTIVE ADVOCACY (CONT.)

Advocacy with the Federal Government

Over the last year, the APS has continued its advocacy for the psychology profession through meetings with Federal Government Ministers and their advisers, who have all shown strong interest in the contribution of psychology to the Australian community and the concerns of its practitioners.

Following a number of changes to Ministerial personnel and their portfolios early in 2012, the APS held a very successful series of meetings with various Ministers and advisors to ensure they were briefed on important psychological matters relevant to their portfolios, including the new Minister for Health, the new Minister for Human Services, the new Minister for Small Business, Homelessness and Housing, and a key adviser to the Minister for Families, Community Services and Indigenous Affairs and Minister for Disability Reform.

Regular meetings with the Minister for Mental Health and Ageing and his advisers has focused on the maintenance of the Better Access initiative, programs for child and youth mental health services, and proposals for increased access to psychologists in the aged care sector.

Advocacy at State level

APS advocacy in relation to State-based issues is undertaken through careful monitoring of legislation changes, and developments in regulations and policies of various government and non-government agencies. Over the last year there have been significant changes in the mandatory reporting requirements in school settings in both NSW and Queensland, which have required advocacy in relation to the implications for psychologists. There have also been

some inappropriate interpretations of policies within employment disability support agencies that required attention to ensure that psychologists without a particular area of practice endorsement were not discriminated against. Other advocacy this year has been associated with workers and traffic accident compensation insurers in relation to protection of client confidentiality during compliance audits of psychologists' files.

The APS has identified an appropriate member in each State to act as a Political Liaison Officer (PLO) and assist to expand APS advocacy at the State level. Over the last year, the PLOs have had regular briefings from senior staff at the National Office to maximise any strategic opportunities.

eHealth record system

The APS continued its advocacy on behalf of the psychology profession in the lead up to the commencement of the roll-out of the eHealth record system in July 2012, which is being introduced throughout the health industry. The APS has been involved for some years in the development of the eHealth record initiative as the representative for the psychology profession, and has raised awareness of the specific concerns of psychology practitioners such as the protection of client privacy, confidentiality and record security. The APS has been represented on national committees and through regular formal submissions to ensure government and other decision makers are aware of the concerns of non-medical practitioners.

Over the last year, the APS has worked to ensure that its members are aware of the developments in the eHealth record system. With the support of the National eHealth Transition Authority (NEHTA), the APS created an online

learning program on the eHealth records initiative to ensure that psychologists are familiar with the scheme and how they are to be involved as health practitioners.

Medicare compliance audits

In 2011 psychologists were targeted in another round of Medicare Australia compliance audits, the second since the introduction of the Better Access initiative in 2006. A review of the common claiming errors identified in compliance audits conducted by Medicare Australia enabled the APS to seek clarification of a number of ambiguities in rulings related to referral and reporting requirements, with the aim of providing members with information to reduce future claiming errors.

The APS is represented on the Medicare Stakeholders Consultative Group and has held numerous meetings with Medicare Australia and the Department of Health and Ageing to clarify details of audit processes and outcomes, and to advocate for arrangements that are fair for psychologists and protect client confidentiality. These processes have resulted in more consistent rulings between the two Government departments and has allowed the APS to raise members' awareness of potential areas of non-compliance. It has also enabled recompense for a number of members who were incorrectly penalised following a compliance audit.

Psychology education and training

Training arrangements under national registration

In 2010 the Psychology Board of Australia (PsyBA) introduced significant changes to the training requirements for individuals completing the internship (4+2) pathway to obtain general registration as a psychologist. While the APS has supported moves to standardise the internship program to improve quality, there is growing evidence that the PsyBA changes have subsequently caused considerable stress and difficulties for psychology graduates seeking to become interns, onerous obligations for supervisors, and serious concerns for employers.

Over the last year, the APS has conducted consultation with potential provisional psychologists, current interns, supervisors and organisations, and it is apparent that the new internship program is not viable as a means to train psychologists within a reasonable timeframe and cost. Many organisations and supervisors are no longer prepared to support this program, and this has serious ramifications. The APS provided a submission to the PsyBA and proposed a number of major changes to the current internship guidelines to enable the strengths of the new internship program to be retained, whilst reducing the extent of the requirements and allowing for more flexibility to achieve these standards.

In early 2012 the PsyBA confirmed its intention to introduce mandatory training requirements for all supervisors of trainee psychologists from June 2013. The requirements for supervisors will result in a stringent national process for training and accrediting supervisors which will apply to all existing and future supervisors. The introduction of these changes will have a significant impact on supervisors of provisional psychologists in the two pathways to registration (workplace internship and

postgraduate training) as well as those providing supervision towards area of practice endorsement, and therefore has considerable implications for the training of the psychology workforce.

The APS has highlighted a number of significant concerns to the PsyBA, as the consequences of the additional administrative and financial burdens of mandatory supervisor training may well be to reduce the already limited number of experienced supervisors, with flow-on effects for the training of the psychology workforce which relies on supervised practice as a cornerstone. The specific concerns about the introduction of the proposed mandatory training requirements for maintenance of approved supervisor status were presented in the APS submission to the PsyBA exposure draft on guidelines for supervisor training in early 2012 and strong advocacy in relation to this has continued.

Funding for postgraduate psychology training

The APS has consistently advocated for additional funding to address the serious shortfall between the costs of offering a place in an accredited entry level professional postgraduate degree in psychology and the Government funding available for such places. The consequence of this chronic under-funding appears to be declining numbers of postgraduate professional psychology courses and a loss of postgraduate professional training places across Australia, despite record numbers of applicants for these courses.

In addition to ongoing advocacy with the Government and senior bureaucrats, the APS included in its 2012-13 pre-Budget submission a proposal to substantially increase the funding for postgraduate training of psychologists to recognise the full costs of their

education, given the extent to which it has changed over the past 20 years.

Review of the psychology education and training model

An important part of APS advocacy is to promote appropriate models of psychology education and training to suit the environment in which practitioners operate. A number of developments during 2011-12, particularly associated with revisions to the Australian Qualifications Framework and the health workforce reform agenda, will bring significant pressures on the current model of psychology education and training. It is clear that psychology needs to heed these rapidly occurring developments and be ready to present its own revised model of education and training that has synergy with the reforms and still maintains high standards of training for the psychology profession.

Late in 2011 the APS commenced a further review of the psychology education and training model, which is being undertaken by the APS Psychology Education and Training Review Group. This Group comprises senior APS academics and practitioners as well as members from APAC and the PsyBA. The APS Review Group has devised revisions to the model of psychology education and training to proactively address the higher education issues and health workforce reform developments rather than have revisions imposed under various reform agendas. The revised APS model also presents significant opportunities to develop and promote more flexible, higher education-based training pathways for the profession. The revised model is currently being presented to various stakeholders with a view to it being accepted by APAC and incorporated into the APAC standards, and has thus far been enthusiastically received.

THE YEAR IN REVIEW

FACILITATION OF HIGH STANDARDS

Revisions to Professional Practice Management Standards

In early 2012, revisions and modifications were made to the Professional Practice Management Standards (PPMS), a series of management standards that were first developed by the APS in 2006 as a result of the introduction of government-funded psychology services and an increased focus on standards of service delivery. The revisions were made in consultation with members and the PPMS Reference Group with the aim of applicability to a broad range of professional psychology settings and practice environments. The PPMS Self-Assessment Instrument revisions include greater operationalisation of performance indicators, changes associated with professional development requirements, and a greater focus on clinician self-care, risk assessment and management of safety in the practice. Over 1,000 psychologists completed the original self-assessment instrument and a large number are expected to evaluate their practices using the revised tool.

Ongoing course development and accreditation

Over the last financial year, accreditation services ranging from the provision of expert assessors to course design advice were provided by the APS Program Development and Accreditation Committee (PDAC) to the Australian Psychology Accreditation Council (APAC). PDAC experts served on 19 APAC assessment teams including five offshore assessments, and participated in APAC assessments of 70 undergraduate and 37 postgraduate courses. The APS sent College Course Approval assessors on 30 specialised postgraduate course assessments during the year.

Promotion of high ethical standards

The Ethical Guidelines Committee continues to review existing Ethical Guidelines and to generate new ones to assist members with ethical matters associated with particular client groups or with specific workplace situations. In 2011-12 the Committee produced a revised version of the *Guidelines for the use of therapeutic aversive procedures*.

The APS Ethics Committee was chaired by Professor Anthony Love during 2011-12. During this reporting period 29 ethics matters related to the conduct of APS members came to the attention of the Ethics Committee. Of these matters, 14 were forwarded to the Psychology Board of Australia for investigation in the first instance. The remaining 15 matters were considered by the Ethics Committee, with nine matters completed, one awaiting supervisor's reports, four currently under consideration, and one on hold.

The outcomes of the nine completed matters comprised one where the complaint was not sustained, two where the applications for membership were approved, one which resulted in a period of membership suspension, three where educative letters were provided, and two where there were acknowledgements of completion of registration board requirements in response to investigations.

Skills development for practitioners

During 2011-12 the APS received funding from the Department of Health and Ageing to develop a number of training packages aimed at upskilling practitioners providing services under Government-funded programs. Funding was received to revise the Access to Allied Psychological Services (ATAPS) Suicide Prevention Training as an online package for allied health professionals working under the ATAPS Suicide Prevention Service. The aim was to equip allied health workers with the foundational knowledge and skills to assist them to work with populations at risk of suicide and serious self-harm. The online package was supported by four peer networking webinars and the development of a webpage.

The APS was also contracted to develop an online training package to support the implementation of the ATAPS Kimberley Indigenous Suicide Prevention Pilot Project, an initiative designed to address the prevalence of suicides in Indigenous communities in Australia and specifically target the Kimberley region of Western Australia. The APS worked in partnership with the Australian Indigenous Psychologist Association and established an Indigenous Expert Advisory Group to advise on the development of training materials.

In November 2011, the Government launched the Illicit Drugs in Sport online training package, which was developed by the APS and aimed to train suitably qualified psychologists to provide a range of services to meet the needs of National Sporting Organisations implementing an Illicit Drugs in Sport testing and education program. A Reference Group was established by the APS to guide the development of the training materials for psychologists and counsellors involved in the alcohol and drug sector who were participating in the project.

Enhanced APS College Supervisors Directory

In September 2011, the APS launched a new member-only College Supervisors Directory moving from a static supervisor listing to a live internet directory. The new directory provides an up-to-date and accessible service to facilitate supervisees finding suitable supervisors, and provides searching by College, location and supervisor name. The directory also allows College-approved supervisors to update their details to ensure the listings remain current. There are in excess of 1,700 entries on the College Supervisors Directory and the site also links to useful member information and resources about supervision and the APS supervised practice period.

Assessment of overseas qualifications

The APS is contracted as the national assessing authority in Australia for assessment of overseas academic qualifications in psychology for the purpose of migration. The APS determines the level at which an applicant's qualifications are comparable to an Australian program of study that has been accredited by the Australian Psychology Accreditation Council (APAC). This service is for people who are seeking to: migrate to Australia under the General Skilled Migration categories; register or work as a psychologist in Australia; or enter an accredited psychology course in an Australian university.

A total of 546 assessments were undertaken over the past financial year, including 123 migration, 170 registration, 13 employment, and 240 course entry assessments. Of the migration applications, 82 met the minimum requirements – a success rate of 66 per cent compared with 73 per cent for the previous financial year. Applications are received from all over the world.



Encouraging excellence in psychology

The APS offers a range of Awards each year that encourage excellence in psychology. The 2011 recipients are detailed below.

APS President's Award for Distinguished Contribution to Psychology in Australia

Professor Trevor Waring AM FAPS, University of Newcastle

Distinguished Contribution to Psychological Education Award

Professor Geoff Cumming MAPS, La Trobe University

Early Career Research Award

Dr Brock Bastian, University of Queensland

Dr Stefanie Becker, University of Queensland

Dr Monique Robinson, Telethon Institute for Child Health Research, WA

Award for Excellent PhD Thesis in Psychology

Dr Renita Almeida, University of Western Australia

Dr Bronwyn Graham, University of New South Wales

Dr Paula Wye, University of Newcastle

APS Prize

The APS Prize was awarded to 37 students who gained first place in each fourth year psychology course at universities across Australia with APAC-accredited programs.

THE YEAR IN REVIEW

PROMOTING THE SCIENCE OF PSYCHOLOGICAL PRACTICE

Expanded conference program

In 2011 the APS strengthened its focus on providing high quality conferences as part of the increased promotion of the scientific nature of the psychology discipline and practice, enabling members to access the latest developments in psychology research and practice. The APS conference program also provided members with quality opportunities for attaining continuing professional development hours as the first national registration CPD cycle drew to a close at the end of November 2011.

The 2011 conference program commenced in Brisbane in June with the 9th Industrial and Organisational Psychology Conference, a highly successful biennial event organised by the APS College of Organisational Psychologists. The Industrial and Organisational Psychology (IOP) Conference was attended by over 600 delegates from Australia and ten other nations, and attracted huge media interest in psychology's contribution to wellbeing and productivity in the workplace.

The APS Clinical College held its 2011 Conference in July at Coolumb on the Sunshine Coast, where over 430 delegates experienced a program of workshops and master classes presented by leading practitioners mainly focused on various therapeutic approaches to treatment. The Conference of the APS Forensic College followed in early August at Noosa, presenting a rich program on the theme of diversity and specialism in forensic psychology to more than 320 delegates from around Australia and six other nations.

The Annual APS Conference was the next in the 2011 series, with nearly 700 psychologists from around Australia and beyond meeting in the nation's capital in early October. Keynote presentations from eminent international and

Australian psychologists addressed contemporary issues for Australian society and highlighted the role of psychological science in achieving evidence-based practice. The work of distinguished Australian psychologists was also showcased at the Conference and the media coverage generated outstanding publicity for the importance of the contribution of psychology in Australia.

The 2011 conference season concluded in November with the Conferences of the APS Colleges of Clinical Neuropsychologists and Educational and Developmental Psychologists being held in Sydney and Melbourne respectively. The Clinical Neuropsychologists Conference presented a stimulating program to 150 delegates around the theme of the challenges of evidence-based neuropsychology, while the Educational and Developmental Psychology Conference focused on the theory and practice of positive development and wellbeing, with 250 delegates attending.

Quality improvements to APS journals

In early 2011 the APS engaged a new publisher, Wiley-Blackwell, for the APS journals *Australian Psychologist*, the *Australian Journal of Psychology*, and the *Clinical Psychologist*. New editorial teams were established and the design and accessibility of the journals was improved.

The 2012 journal impact factors amply demonstrated the quality improvements in the revamped APS journals. The *Australian Journal of Psychology* rose from 0.644 (83/120) in 2010 to 1.078, (55/124) in 2011; *Australian Psychologist* went from 0.589 (86/120) in 2010 to 0.607 (81/124) in 2011; and the inaugural impact factor for the *Clinical Psychologist* was 0.517. These improvements illustrate the importance of the APS journals.

Contribution to DSM-5 review

The proposed changes to the fifth edition of the *Diagnostic and Statistical Manual of Mental Disorders* (DSM-5) have led to extensive public debate and elicited more than 15,000 comments during the consultation period. The British Psychological Society and a Division of the American Psychological Association have both taken a strong stance on the revisions for the DSM-5.

Given the level of controversy, the APS formed a Reference Group of Australian psychologists with expert knowledge of selected diagnostic areas who could rapidly provide opinions on the draft of DSM-5, based on relevant research evidence. The resulting APS submission identified both positive changes and areas of concern, which included support for the increased recognition of dimensionality in mental disorders in DSM-5 and concerns about the extent of commitment to a biomedical paradigm of mental health and the focus on deficits at the expense of personal achievements, resources and preserved aspects of functioning or wellbeing. Specific feedback was provided on proposed changes to selected diagnostic categories as identified by the APS experts.

APS MEDIA PROMOTION OF PSYCHOLOGICAL SCIENCE

Coverage of the 2011 APS conferences provided almost 1,000 media stories including 125 print articles, 184 radio interviews and 755 online appearances.

- Coverage of the Annual Conference featured 25 presenters and is estimated to have reached an audience of 5.7 million people on topics ranging from obesity, men's body image, hoarding and Indigenous psychology.
- Journalists from high-profile publications attended the Industrial and Organisational Psychology Conference, and media stories reached an estimated audience of 4.2 million people on topics such as emotions in the workplace and bullying.
- In-depth interviews with the Forensic College Conference keynote speaker on miscarriage of justice appeared on ABC radio programs nationally, while feature articles were published on women, alcohol and violence.
- The Clinical College Conference attracted significant attention in metropolitan newspapers and on radio for topics such as early screening for learning difficulties, stalking and psychologists' role in treating people with bipolar disorder.
- Healthy brain ageing, a significant focus of the Clinical Neuropsychologists College Conference, attracted coverage syndicated online and in print around Australia and across Asia, as well as on high-profile ABC TV programs.
- Maximising educational opportunities for children with learning disorders, a theme of one of the keynote addresses at the Educational and Developmental College Psychologists Conference, was widely reported in mainstream and specialist media.

RAISING THE INTERNATIONAL PROFILE OF AUSTRALIAN PSYCHOLOGY

Linkages with international psychology organisations

The APS participation in the international psychological community has been facilitated through Memoranda of Understanding with a number of international psychological associations, including the British Psychological Society, the American Psychological Association, the New Zealand Psychological Society, the South African Psychological Society, the Canadian Psychological Association, the Japanese Psychological Association, the Indonesian Psychology Association and the Hong Kong Psychological Society.

In 2011-12 the APS President attended an international meeting in Japan to share the experience and knowledge gleaned from hosting the 27th International Congress of Applied Psychology with his counterparts in the South African Psychological Society and the Japanese Psychological Association, both of which are scheduled to host international congresses in coming years.

Assistance with international natural disasters

The APS has continued to offer resources and support to colleagues in New Zealand following the devastating earthquake in Christchurch in 2011. The New Zealand Psychological Society found the Psychosocial Support in Disasters website very useful and distributed materials widely through the Red Cross, doctors, hospital staff, schools, preschools, community support groups, and to psychologists.

The APS also provided resources to colleagues in Japan following the devastating earthquake, tsunami and nuclear disaster in 2011. In addition, several members of the APS Disaster Response Network have continued to be involved in supporting Japanese psychologists as they provide support to devastated Japanese communities.

APS Grant for Intercultural and/or International Projects

The APS Grant for Intercultural and/or International Projects is awarded each year to encourage and support innovative and sustainable projects related to scientific or professional aspects of psychology. Over the last few years, the APS Grant has been utilised to support: educational psychology training and a parenting program in Bangladesh; mental health literacy in Palau; training for psychologists in Mongolia; and the visit to Australia of a Vietnamese psychologist for training in autism.

The 2011-12 APS Grant was awarded jointly to: Dr Angela Ebert, Murdoch University clinical psychologist and trauma specialist working with survivors of genocide, for master class training for psychologists and trauma counsellors in Rwanda; and Dr Elizabeth Newnham, Post-doctoral Fellow, Harvard School of Public Health (residing in WA), to train psychologists in Sierra Leone.

THE YEAR IN REVIEW

FOCUSING ON MEMBER NEEDS AND SERVICES

ENSURING ALL MEMBERS BENEFIT FROM THE APS STRENGTH

New APS Divisions to represent various member categories

As part of the governance review of the Society, a new Divisional structure is being established to give greater representation to all members, particularly non-College psychologists, academics, researchers and educators, and student members who did not previously have a particular 'home' within the member group structure. The aim of establishing the new Divisions is to ensure that all members – be they College or non-College practitioners, public or private service providers, researchers or teachers of psychology, or postgraduate or fourth-year students – are benefitting from the strength of the APS. The new structure will ensure that there is a voice for all sections of the APS membership, and will enable tailored advocacy and policy preparation, and the development of resources and initiatives to suit each group's particular needs.

Three new formal Divisions are in the process of being established within the Society to ensure that all categories of members have a forum and structure within which to engage to make policy and practice recommendations, and to facilitate communication throughout the APS. A student/trainee group will be associated with each Division to provide a forum for student members of the Society. The three new Divisions will be: Division of Specialty Psychological Practice; Division of General Psychological Practice; and the Division of Research, Education and Training.

Increased support for student members

The APS continued to demonstrate its commitment to guiding and assisting psychology students across Australia with the launch in late 2011 of Psych Student HQ, a dedicated section for students on the APS website. Psych Student HQ was established to support psychology students on their journey towards a career in psychology. It

provides information on choosing degrees, the different work contexts that a degree in psychology can lead to, and the pathways to registration as a psychologist. An 'Ask APS' function has been established where students can pose questions and have these answered by an APS expert. The web portal includes 'Psychologists Stories' providing profiles of psychologists in a wide range of workplace contexts. The web portal also provides advice on how to build a CV, expand professional networks and find employment.

Other student initiatives established over the last year include mentoring breakfasts for students at APS conferences, a student Facebook page to enable students from around Australia to connect with each other, a career advisory service through the APS Member Assistance Centre, and a membership fee reduction to the student rate for part-time students with a reduced income.

Greater recognition through refreshed APS logo

An initiative to enable greater recognition of the APS postnominals (Hon FAPS, FAPS, MAPS, Assoc MAPS) that signify belonging to the peak professional organisation for psychology commenced in 2011-12. This entailed a redesign of the APS logo so that it more

prominently displays the APS acronym that is used in the postnominal letters, while still retaining links to the previous logo. The 'refreshed' logo reflects the APS history as a learned society through the retention of the 'tree of knowledge', but provides a more forward-looking image and prominent APS acronym that will assist in increasing awareness of the meaning of APS members' postnominals. The refreshed APS logo was launched at the APS Conference in 2011.

Enhanced promotion through the Member Identity Program

The launch of the refreshed APS logo in 2011 enabled the commencement of a new initiative for APS members holding the grade of Associate Member and above. This involves the use of the APS logo with the member's own signature or branding to indicate that they are an APS psychologist, representing the attainment and maintenance of the high standards required for membership of the Society. The program enables a special member version of the APS logo which uses the signifying APS postnominals to be used on business cards, letterheads, office signage and websites. This is complemented by an ongoing National Office promotional campaign to build awareness of APS psychologists and their contribution to the health and wellbeing of the Australian community.



ACCESS TO ACCURATE INFORMATION AND ADVICE

Extensive Find a Psychologist service

A record number of 2,638 APS members chose to list themselves on the online register, Find a Psychologist, in 2011-12, providing members of the public and referrers with an extensive searchable database of psychologists in private practice all around Australia. The Find a Psychologist service attracted over 800 online searches per day during this period, peaking at more than 940 per day in August 2011.

Quality professional indemnity insurance

The APS regularly undertakes a comprehensive process to select a high quality professional indemnity insurance product to recommend to its members at competitive premiums. This process was again undertaken early in 2012, with tenders sought from six insurance brokers experienced in the field of professional indemnity insurance and assessed against a set of selection criteria. As the result of this extensive process, Aon Risk Services was reappointed as the endorsed broker for professional indemnity insurance from 1 July 2012 for a two-year period, with the insurance underwriter for 2012-13 being CGU.

Employment opportunities through PsychXchange

APS members have continued to benefit from the APS PsychXchange jobs website, with almost half a million visitors and more than two million page views during the 2011-12 financial year. A total of 1,818 jobs were advertised in that period, representing over 151 advertisements per month and cementing PsychXchange as the major Australian search mechanism for both recruiters of psychologists and those seeking employment.

Comprehensive and timely provision of information

During 2011-12 psychologists needed to be kept abreast of a number of changes to national registration requirements, changes to Government mental health initiatives, eHealth record developments, Medicare compliance audits, Medicare Locals and changes to primary health care, and higher education funding, to name just a few. To assist members, the APS provided comprehensive and timely information and advice through the APS website, reports in APS Matters, *InPsych* and the State Newsletters, regular email alerts and mailouts, and telephone and email advisory services.

Over the last year, the APS has established improved responsiveness to member enquiries through the telephone and email services of the Member Assistance Centre. This provided vital advice in the lead-up to the first common renewal date for all registered psychologists in Australia in November 2011, as well as clarifying the significant changes to the Better Access initiative. The Member Assistance Centre also responded to a significant number of queries from current and prospective students in relation to qualification requirements and accredited courses.

The APS also has the long-established Professional Advisory Service which offers expert advice via telephone and email on professional and ethical matters. During 2011-12 the APS Professional Advisory service responded to 6,585 phone and email enquiries from members, with the main categories of queries associated with practice and ethical dilemmas, legal requirements, clarification of third party provider issues, as well as enquiries regarding psychological assessment and treatment, and confidentiality and privacy matters.

Informative professional resources

The APS has continued to develop resources in a variety of formats to support members in their professional work. Professional practice resources that have been developed over the last year include: a guide to software for psychologists in private practice; the revised Professional Practice Management Standards; a guide to management, ownership and access to records; management of privacy and confidentiality when working in public settings; a guide to internet-supported psychological interventions; training modules and extensive information on preparing for the introduction of eHealth records; information on Better Access referral and reporting requirements for compliance audits; and details of managing notifications under the national registration scheme.

Ethical and legal resources developed over the last year include: how to respond to a subpoena; working with children of separated parents; working across the public and private sectors; and private contracting and employment arrangements.

A number of review papers on the management of various disorders have been commissioned from expert APS members, which in 2011-12 included guidelines for managing depression, bipolar disorder and anorexia nervosa.

THE YEAR IN REVIEW

SUPPORT FOR CONTINUING PROFESSIONAL DEVELOPMENT

Provision of quality CPD opportunities

The APS has a major focus on providing a large variety of quality continuing professional development (CPD) opportunities to assist APS members to meet the complex array of CPD requirements that are mandatory for maintenance of general registration with the PsyBA, Medicare provider status, and membership of the APS. The expanded 2011 APS conference program offered six high quality conferences providing accrual of large numbers of CPD hours (see earlier report), and the 199 APS Member Groups throughout Australia provided a huge variety of CPD events. In addition to these CPD opportunities, the National Office organised an increased number of CPD workshops and online learning programs over the last year. The APS continued to expand its elearning platforms to enhance ease of access to quality CPD, and the six online programs available during 2011-12 were undertaken by over 5,000 participants.

Enhanced access to scientific literature

To facilitate evidence-based practice and access to CPD, the APS has continued to provide members with free online access to one of the world's

largest psychology literature databases, the *Psychology and Behavioural Sciences Collection*, offering access to the latest publications in quality international scientific journals. The online literature database includes more than 550 international psychology and behavioural science journals, with full text access to many, online keyword search facilities and the ability for members to set up customised email alerts regarding particular topics of interest.

The service is directly accessible to members from the APS website, using the popular EBSCOhost platform. It has been most popular among members working in private practice settings, followed by those working in schools, corporate and commercial settings and not-for-profit organisations. Access to the database was initially offered to members on a trial basis, but this was extended for another 12 months following analysis of usage data and positive member feedback.

Online CPD logging for monitoring progress

To assist members to understand and comply with the complex array of CPD requirements for practising psychologists, the APS has developed a sophisticated online CPD logging system

that provides an easy-to-use tool that can be individualised to track progress towards meeting the applicable CPD requirements. The individual online log of activities across applicable categories can be printed to assist in providing evidence of compliance if a member is selected for a random audit by the PsyBA or Medicare Australia. This logging tool has been highly valued by members and received a number of upgrades based on member feedback over the last year to continue to improve its utility.

Access to APS peer consultation networks

Since the advent of national registration, all registered psychologists must engage in 10 hours of peer consultation as part of the annual mandatory CPD requirements that have been stipulated by the Psychology Board of Australia. To assist members with this requirement, in 2011 the APS created a 'Peer consultation' category within its Member Group directories, which enables members to indicate their interest in peer consultation and thereby facilitates those with similar interests and levels of expertise to formulate an arrangement for peer consultation sessions in their local vicinity.

A Member Group directory exists for every APS Member Group – each APS Branch, College and Interest Group – and this peer consultation facility is available in every directory. Members who are interested in participating in peer consultation arrangements are now represented in every APS Branch throughout Australia.



ENHANCED MEMBER COMMUNICATIONS

Increasing use of social media

As more and more APS members start to participate in social networking, the APS is increasingly using this medium to enable members to be kept abreast of APS developments and to facilitate the APS receiving immediate feedback and valuable insights from members.

Early in 2012 the APS established online Member Group discussion forums for each of the nine APS Colleges, 41 Interest Groups and eight States/Territories (encompassing APS Branches).

At the beginning of 2012, the APS also established a Facebook page for psychology students that has seen encouraging levels of engagement between students from across the country, as well as with the APS. The page has more than 1,000 'fans', and discussion between students has covered topics such as how to gain relevant work experience, whether a gap year during study is advisable and how technology can assist with testing and research.

The APS media team is now operating an official APS Twitter account to share APS news with journalists and interested individuals and organisations. The Twitter account is steadily gaining a following, and has already generated a number of media enquiries.

The APS has commenced work on an optimised mobile version of the APS website that will deliver faster load times, simplified navigation and content that is easier to consume. Having an optimised mobile website will open new possibilities for future APS communication tools.

Increased website functionality

Development of the APS website during 2011-12 focused on increasing its effectiveness for users and facilitating greater networking between APS members. The introduction of new visual elements on the home page,

including large rotating slides on current topics, has promoted easier navigation to key resources and articles. Attractive new landing pages for sub-sections now allow users to better access a range of relevant information. These visual changes have occurred alongside the adoption of the revised APS logo, colours and branding throughout the site.

There were over 1.5 million visitors to the APS website during 2011-12, which included eight million page views. The most popular areas of the website were the Events and CPD Calendar, the Find a Psychologist service, the online CPD logging system and the publications section.

Improved member publications

The bimonthly bulletin of the APS, *InPsych*, has continued to improve in editorial quality and provides members with an authoritative special focus on relevant psychology topics, which this year has included cross-cultural issues, eating disturbances, the health and wellbeing of rural Australians, grief and loss, mood disorders and traumatic brain injury. *InPsych* also provides up-to-date information on professional practice matters, developments in psychological science and education, concerns in areas of public interest where psychology has made a significant contribution, and membership news.

The State Newsletters have continued to provide State-based news and information on forthcoming events and are now available in an online format. The fortnightly e-news of the Society, *APS Matters*, has improved in layout and function and has continued to provide members with the latest news and activities of the Society, including a regular update on matters with which the Executive Director is engaged.

THE YEAR IN REVIEW

CONTRIBUTING PSYCHOLOGICAL KNOWLEDGE FOR COMMUNITY WELLBEING

PROMOTION OF PSYCHOLOGICAL KNOWLEDGE TO ADDRESS COMMUNITY CONCERNS

National Psychology Week 2011 research survey

Each year, as part of National Psychology Week (NPW), the APS conducts a survey on a topic of relevance to psychology and of interest to the community. In 2011, the APS undertook a survey examining the stress and wellbeing of Australians to provide insight into the psychological health of the Australian population. An online research company was engaged to undertake the fieldwork to ensure a stratified and representative sample of the Australian population. The APS survey results were released during National Psychology Week, generating significant attention in government circles and widespread media coverage across TV, radio, print and online.

The NPW 'state-of-the-nation' survey found that 12 per cent of Australians reported experiencing levels of stress in the severe range, with young adults (18 to 25 years) reporting significantly higher levels of stress, anxiety and depression and significantly lower levels of wellbeing than the general population. One in three Australians reported experiencing depressive symptoms (10% in the severe range), while one in four reported experiencing anxiety (9% in the severe range). Those experiencing family or recent relationship breakdown and those separated from partners reported significantly higher levels of stress and distress on all measures.

The survey will be repeated for NPW 2012 to provide the latest insights and trends in the state of the nation's stress and wellbeing.

Reconciliation action towards an inclusive Australian psychology

In 2011 the APS committed to developing and implementing a formal process of reconciliation action to maximise psychology's contribution to the social and emotional wellbeing and mental health of Aboriginal and

Torres Strait Islander peoples. Consulting closely with Reconciliation Australia and under the joint leadership of APS President Simon Crowe and the Australian Indigenous Psychologists' Association (AIPA) inaugural Chair, Pat Dudgeon, the APS convened a Reconciliation Action Plan Working Group and has developed a draft Reconciliation Action Plan (RAP) for the Society.

The RAP aims to drive more APS initiatives to improve cultural competence among psychologists, increase the number of Indigenous psychologists, facilitate respectful relationships, and encourage greater information sharing between Indigenous and non-Indigenous Australians. The development of the RAP has included a broad consultation framework for engagement with AIPA, the APS Board, National Office staff and the APS membership via Branches, Colleges and Interest Groups. The APS RAP webpage has been developed to enable members to post questions and share examples of how they are pursuing the aims of reconciliation at a local level and in their own psychological work, whether research, study or practice.

Over the last year the APS has made significant progress towards reconciliation through auspicing the development of a new website to assist service providers seeking to develop or improve culturally appropriate services for Aboriginal and Torres Strait Islander peoples. The development of the website – *Social and Emotional Wellbeing and Mental Health Services in Aboriginal Australia* (www.sewbmh.org.au) – was funded by the Australian Government Department of Health and Ageing and established with the assistance of members of AIPA. The APS has continued to provide funds and ongoing support for the work of AIPA, which has also included a national roll-out of cultural competence workshops over the last year.

Further progress towards reconciliation aimed at increasing the number of Indigenous psychologists has been achieved through the APS Bendi Lango initiative, which provides bursaries to Indigenous students undertaking postgraduate professional degrees in psychology. In 2011, donations from APS members raised \$30,000 for the Bendi Lango initiative, which has provided bursaries for three Indigenous postgraduate psychology students in 2012: Danielle Hamann, Stacey McMullen and Karen McAlear.



Psychologically Healthy Workplace Program

Over the last year the APS has been working with the APS College of Organisational Psychologists in the development of the APS Psychologically Healthy Workplace Program. This initiative aims to promote the psychological health and wellbeing of the Australian workforce and raise the profile of organisational psychology in the workplace. Based on organisational psychology research, the Program will use a survey to evaluate factors that contribute to the health and wellbeing of a workplace's employees and provide a measure of the 'psychological health' of the workplace. While the initiative is still in its early stage of development it is hoped that following a project pilot phase and positive review it will be ready for launching in 2012-13.

Contributing psychological knowledge for community concerns

The APS regularly uses psychological knowledge to advocate in areas of significant community concern through submissions and presentations to government inquiries, representations to Government Ministers and advisors, and media promotion. During 2011-12 the APS contributed psychological knowledge to assist in addressing community concerns across a diverse range of topics including Indigenous mental health, the mental health impacts of prolonged immigration detention, psychological aspects of gambling harm, the impact of discrimination on those seeking same-sex marriage, the essential contribution of health ecosystems to quality of life, and the use of chaplains in schools rather than qualified mental health professionals.

APS MEDIA PROMOTION OF PSYCHOLOGICAL KNOWLEDGE TO ADDRESS COMMUNITY CONCERNS

The APS contribution of psychological knowledge to address issues of concern in the community over the last year was significantly enhanced through effective media promotion, and this was particularly apparent for National Psychology Week 2011.

- The National Psychology Week 2011 launch of the 'APS Stress and Wellbeing in Australia in 2011: A state of the nation' survey findings generated widespread coverage across TV, radio, print and online. More than 200 media items (48 print, 71 online and 85 radio, 3 TV) appeared, reaching a potential audience of more than 10 million people. High level coverage in major Australian newspapers was achieved, including the *Sunday Telegraph*, the *Daily Telegraph*, the *Herald Sun*, the *Adelaide Advertiser*, the *Hobart Mercury* and *The Canberra Times*. A major feature on women and stress appeared in the Sunday supplement *Body & Soul*, which appears in many of Australia's most widely read Sunday papers. A large number of talk-back radio interviews took place at the beginning of the week, many on capital city stations, providing the opportunity to canvas the survey findings in detail.
- Other APS media promotion of psychological knowledge on topics of community concern such as Indigenous mental health, the detention of asylum seekers, same-sex marriage, and gambling harm gained significant mainstream media interest with stories featured in *The Australian*, the *Sydney Morning Herald*, ABC radio, *Ninemsn.com.au*, and *The Drum*.

THE YEAR IN REVIEW

STRENGTHENING CHILD AND YOUTH MENTAL HEALTH

For more than half a decade the APS has been integrally involved in a number of major Australian Government mental health initiatives for children and youth, through roles involving program development and dissemination, and the production of training and resource materials. These roles have enabled the APS to contribute psychological knowledge and expertise, evidence-based approaches and high standards to the establishment of mental health promotion, prevention and early intervention frameworks which are so essential for maximising positive outcomes in young people.

The KidsMatter initiatives

The KidsMatter initiatives in which the APS is a development partner have continued to expand over the last year. KidsMatter aims to: improve the mental health and wellbeing of Australian infants, toddlers and children from birth through primary school age; reduce mental health problems amongst children; and achieve greater support for children experiencing mental health difficulties, and their families.

Nearly 800 schools across Australia have now participated in KidsMatter Primary. Following a successful pilot, the Federal Government committed a further \$18.4 million to KidsMatter Primary, which will enable it to be expanded to a total of 2,000 primary schools by June 2014.

The KidsMatter Early Childhood pilot ran from 2009-2011 in more than 100 long day care centres and preschools, with the evaluation report due later in 2012. Anecdotal evidence from staff at early childhood education and care services already highlights the program's benefit to children, families and staff.

The main focus of the APS project team, in consultation with expert APS members, has been the development of an extensive suite of mental health resources for parents, schools/teachers

and early childhood education and care services. These have included training materials and implementation manuals, professional learning materials and information packs related to children's mental health. All the resources are freely available on the website (www.kidsmatter.edu.au). Over the last year, the APS team has also been managing a redevelopment of the KidsMatter website, with the new website due to go live in August 2012. This website will feature specific sections for health and community professionals and families.

The KidsMatter initiatives are demonstrably raising awareness of the mental health needs of children, assisting early childhood education and care services and schools, and facilitating recognition, support and referral of children who are experiencing difficulties to access appropriate care.

headspace

The APS was an original partner in the Australian Government-funded headspace youth mental health initiative, and was represented on the foundation executive which oversaw the establishment of the program. In 2011, increased funding from the Federal Budget was provided to establish a national coverage of headspace services, bringing the total number of headspace centres around the country to 90 when developed.

Additional funding was also provided to improve the service capacity of existing headspace centres so they can support more young people. It is estimated that headspace will be able to help up to 72,000 young people each year. Community access to psychological expertise in the headspace initiative has been facilitated through the workforce of psychologists in headspace sites around Australia who make up the large majority of practitioners providing services. As a founding partner in headspace, the APS is extremely proud of these achievements.

Other child and family mental health initiatives

The APS has also worked closely with the Federal Government in delivering a number of other child and family mental health initiatives. In 2011 the Government expanded the Helping Children with Autism program with the introduction of the Better Start for Children with Disability initiative, and the APS is represented on the Expert Reference Group which advises on the implementation of the initiative.

As part of the Government's 2011 mental health reform package, the health and wellbeing check for three-year-old children was funded to enable the identification of children with (or at risk of) emerging mental health problems and developmental issues, and subsequent referral for early intervention. The APS Executive Director is a member of the Expert Advisory Group for this initiative, assisting with developing the social and emotional wellbeing items for the three year olds' health check and mapping the available early intervention services where GPs can refer children who have been identified as being at risk.

APS NATIONAL OFFICE

Guided by the Strategic Plan set by the APS Board of Directors, staff in the APS National Office undertake the work of the Society to advance the discipline and profession of psychology for the benefit of members and the communities they serve. During 2011-12, a staff of 114 in the National Office were employed to achieve these aims across various management, policy, project and administrative roles. Almost one third of the National Office staff are psychologists, bringing psychological expertise across a range of areas to

advocacy efforts and the development of resources and project materials. This psychologist base within the National Office also assists the Society to better attune and gain a more accurate understanding of the aspirations, needs and concerns of its members.

The work of the National Office is managed by the Executive Director, with oversight of day-to-day operations provided by the General Manager. The activities of the National Office are undertaken by six units corresponding

to the following key areas of business of the Society. In addition, the areas of strategic communication and policy, projects and public interest are located within the Executive Director's department.

- Communications
- Corporate Services
- Member Groups and Resources
- Professional Practice
- Professional Training and Development
- Science and Education

APS contribution to a sustainable future

The National Office has established a 'Green Team' that has the responsibility to investigate and pursue ways of reducing the APS carbon footprint, both within the National Office and more broadly throughout APS operations. Through meetings and feedback from APS office bearers and National Office staff, the Green Team aims for the APS to be as environmentally responsible as possible. Some of the initiatives that have been introduced are outlined below.

General operations

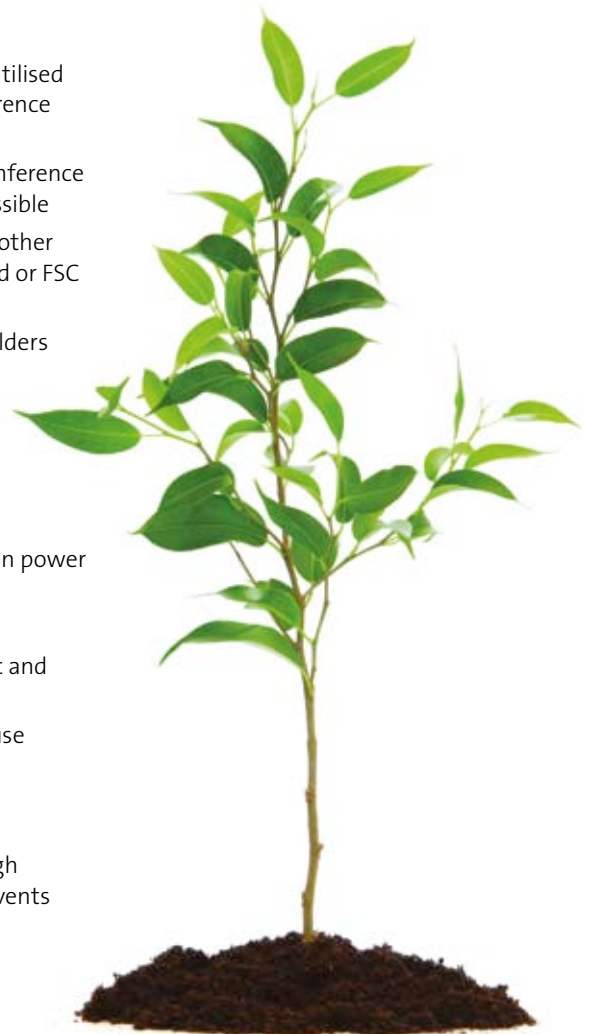
- Carbon off-sets purchased for all flights for APS Board, staff members and office bearers by supporting Greenfleet's biodiverse forest sink program
- Online availability of APS membership renewal and voting for APS elections
- Brochures, reports and other printed matter printed on recycled or FSC certified paper wherever possible
- Option for members to receive the Annual Report and State Newsletters online

APS conferences

- Online submission and review of abstracts
- Online registration
- e-marketing opportunities utilised wherever possible for conference promotion
- Environmentally-friendly conference products used wherever possible
- Conference handbooks and other materials printed on recycled or FSC certified paper
- Recycling of name badge holders

APS National Office

- Recycling of superseded IT equipment, mobile phones and batteries
- Purchase of 20 per cent green power
- Use of 100 per cent recycled printing paper
- Recycling of all paper, plastic and toner cartridges
- Reduced energy and paper use through purchase of more efficient printers
- Raising staff awareness of environmental issues through internal website and staff events



REPRESENTATIONS, SUBMISSIONS AND FUNDED PROJECTS

The extensive APS advocacy activities during 2011-12 were supported through APS representation on a number of key bodies that influence policy development and implementation in Australia across a variety of areas. Advocacy also frequently involved the preparation of submissions to formal enquiries, reviews and reports for consideration by government departments. In addition, the APS promotion of high standards for the profession and the contribution of psychological expertise to community wellbeing was supported through project funding from the Australian Government in a number of areas. The funding enabled the APS to undertake a number of projects by employing additional staff under the guidance of the National Office and project reference groups.

ADVOCACY FOR THE DISCIPLINE AND PROFESSION OF PSYCHOLOGY

APS strategic advocacy was facilitated through **representation** on a large number of advisory and reference groups, committees and Boards of government and non-government organisations in 2011-12.

Aged care

- Department of Veteran Affairs Allied Health Consultative Committee

Disability

- Better Start for Children with Disability Expert Reference Group (Department of Families, Housing, Community Services and Indigenous Affairs)
- Department of Human Services Review of Impairment Tables for Disability Support Pension Advisory Committee
- Victorian State Government Preventing and Managing Extreme and Challenging Behaviour Reference Group

eHealth

- eHealth Collaboration with Australian Dental Association, Australian Physiotherapy Association and Health Informatics Society of Australia
- McKinsey eHealth Readiness Study Project Steering Committee
- National eHealth Transition Authority (NEHTA) Allied Health and Primary Care Forum, Clinical Leads and Engagement Forum, Stakeholder Reference Forum and Standards Australia IT-14 Reference Group
- Victorian Human Services Directory Working Group

Health

- Aged Care Funding Instrument Review Consultative Committee (Department of Health and Ageing [DoHA])
- Allied Health Professions Australia – Board and Management Group
- Australasian Society for Behavioural Health and Medicine International Conference of Behavioural Medicine 2014 Sub-Committee
- Flinders University Palliative Care Knowledge Network Expert Reference Group
- International Panel of Referees for Cochrane Library Protocol Reviews
- National Primary Health Care Partnership
- UK Medical Research Council International Advisory Board of Behavioural Change Technique Taxonomy Project



Health reforms

- Australian Health Care Reform Alliance – Board
- National Medicare Locals Transition Project Advisory Committee

Health workforce reforms

- Health Workforce Australia Standing Advisory Committee for Health Professions
- Health Workforce Australia Allied Health Consultative Group

Mental health

- Access to Allied Psychological Services (ATAPS) Expert Advisory Committee (DoHA)
- Australian Research Alliance for Child and Youth Common Approach to Assessment, Referral and Support Taskforce
- Better Access Evaluation Project Steering Committee (DoHA)
- Better Mental Health Treatment Plans Reference Group and Steering Group (DoHA)
- Child Mental Health Stakeholders Forum (DoHA)
- Children’s Mental Health Coalition
- Clinical Practice Guidelines for Depression and Related Disorders Expert Advisory Committee (*beyondblue*)
- eheadspace Clinical Advisory Group
- Financial Services Council Mental Health Stakeholder Group and Simplification Working Group
- General Practice Mental Health Standards Collaboration
- headspace – Board

- Implementation of CPD Requirements for Providers of FPS Services under Better Access Working Group (DoHA)
- Medicare Compliance Stakeholder Reference Group
- Medicare Stakeholders Consultative Group
- Mental Health Council of Australia – Board
- Mental Health Expert Working Group
- Mental Health Professionals Association
- Mental Health Professionals Network – Board and Quality Assurance and Clinical Education Committee
- National Mental Health Workforce Advisory Committee
- National Perinatal Depression Initiative Workforce Training Committee, Workforce Training sub-Committee for Development and Online Review of Educational Materials (*beyondblue*)
- Transport Accident Commission (TAC) Provider Advisory Group
- TAC and Worksafe Mental Health Strategy Advisory Group and Clinical Framework Advisory Group

National registration

- Australian Health Practitioner Regulation Agency Professions Reference Group
- Australian Psychology Accreditation Council (APAC) – Board

Quality assurance

- Australian Commission on Safety and Quality in Health Care (Electronic Discharge Summaries)

REPRESENTATIONS, SUBMISSIONS AND FUNDED PROJECTS

APS advocacy was facilitated through preparation of the following formal **submissions** during 2011-12.

Aged care

- Standing Committee on Economy and Infrastructure's Inquiry into Primary Health and Aged Care Services Measures; Parliament of Victoria, August 2011

eHealth

- Senate Inquiry into the Personally Controlled Electronic Health Records Bill 2011 and one related Bill; Parliament of Australia January 2012
- Personally Controlled Electronic Health Record System: Legislation Issues Paper; Department of Health and Ageing, August 2011

Health

- Australian Work Health Safety Strategy 2012-2022; Safe Work Australia, May 2012
- NSW Workers Compensation Inquiry; Parliament of NSW, May 2012
- Consultation Paper on a Health Professional Prescribing Pathway in Australia; Health Workforce Australia, May 2012
- Australian Dietary Guidelines Consultation; National Health and Medical Research Council, March 2012
- Pre-Budget Submission 2012-2013: Government-funded clinical neuropsychological services; psychology in aged care; improving support in mental health; effectiveness of psychological interventions; Australian Government, December 2012
- Review of School Counselling Services in NSW Public Schools; NSW Department of Education and Communities, November 2011
- NSW Health Discussion Paper on the Composition of the Health Professions Councils; NSW Ministry of Health, October 2011
- Victorian Priorities Framework 2012-2022: Metropolitan Health Plan; Department of Health Victoria, September 2011

Higher education

- Allocation and Funding of Commonwealth Supported Postgraduate Places; Department of Education, Employment and Workplace Relations, December 2011
- Development of National Criteria for Specialty Recognition under the National Registration and Accreditation Scheme; Healthy Workplace Principal Committee Project, October 2011

Mental health

- Lead Clinicians Groups Discussion Paper, National Health Reform; Department of Health and Ageing, June 2011
- Inquiry into the Commonwealth Funding and Administration of Mental Health Services; Senate Standing Committee on Community Affairs, Parliament of Australia, August 2011

National registration

- Consultation Paper 12 Exposure Draft: Guidelines for Supervisors and Supervisor Training Providers; Psychology Board of Australia, January 2012
- Guidelines for the 4+2 internship program; Psychology Board of Australia, January 2012

Quality assurance

- Practice-Level Indicators of Safety and Quality for Primary Health Care Consultation Paper; Australian Commission on Quality and Safety in Health Care, October 2011

A number of **funded projects** supported APS advocacy efforts for high standards of training for the profession during 2011-12.

- Better Access – CBT fundamentals training for practitioners
- Illicit drugs in sport support services
- Access to Allied Psychological Services (ATAPS) – training for practitioners
 - Kimberley Indigenous suicide prevention initiative
 - Online suicide prevention training and clinical support
 - Online telephone CBT training
 - Service purchasing, clinical governance and support project

CONTRIBUTION OF PSYCHOLOGICAL KNOWLEDGE FOR COMMUNITY WELLBEING

The APS contribution of psychological knowledge was facilitated through **representation** on a number of advisory groups and committees in 2011-12.

Environment

- Climate and Health Alliance (*beyondblue*)

Child and youth mental health

- Health and Wellbeing Check for 3 year olds Expert Group (DoHA)
- KidsMatter Early Childhood Implementation Advisory Group (DoHA)
- KidsMatter Primary Implementation Advisory Group (DoHA)
- KidsMatter Strategic Leadership Group – Chair (DoHA)

The APS facilitated awareness of the contribution of psychological knowledge to issues of community concern through preparation of the following formal **submissions** during 2011-12.

- Australian Human Rights Commission Amendment (National Children's Commissioner) Bill 2012; Attorney-General's Department, June 2012
- Interim Report of the Review of the Interactive Gambling Act, 2001; Department of Broadband, Communications and the Digital Economy, June 2012
- Draft Report on Barriers to Effective Climate Change Adaptation; Productivity Commission, May 2012
- National Anti-Racism Strategy Public Consultation; Australian Human Rights Commission, May 2012
- Marriage Equality Amendment Bill 2010 (and to two related House of Representatives) Senate Inquiry; Parliament of Australia, April 2012
- Joint Select Committee on Gambling Reform's Inquiry into the prevention and treatment of problem gambling; Parliament of Australia, April 2012
- Exposure Draft of Australia's National Human Rights Action Plan 2012; Attorney-General's Department, March 2012
- Inquiry into Australia's Biodiversity in a Changing Climate; Parliament of Australia, August 2011

A number of **funded projects** supported the APS contribution to community wellbeing in 2011-12.

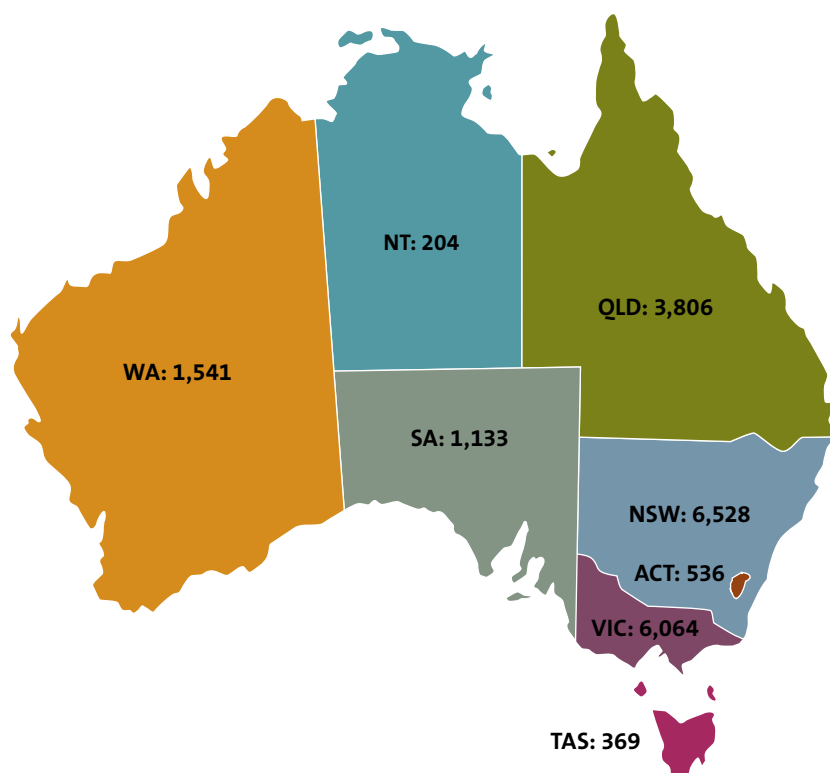
- Kids Matter Australian Primary Schools Mental Health Initiative
- Kids Matter Early Childhood Mental Health Initiative
- Kids Matter Transition to School Initiative

THE APS MEMBERSHIP

PROFILE OF THE APS MEMBERSHIP CIRCA 2012

Total membership = 20,584; all figures as at 31 May 2012

Member location



2012 APS Life members

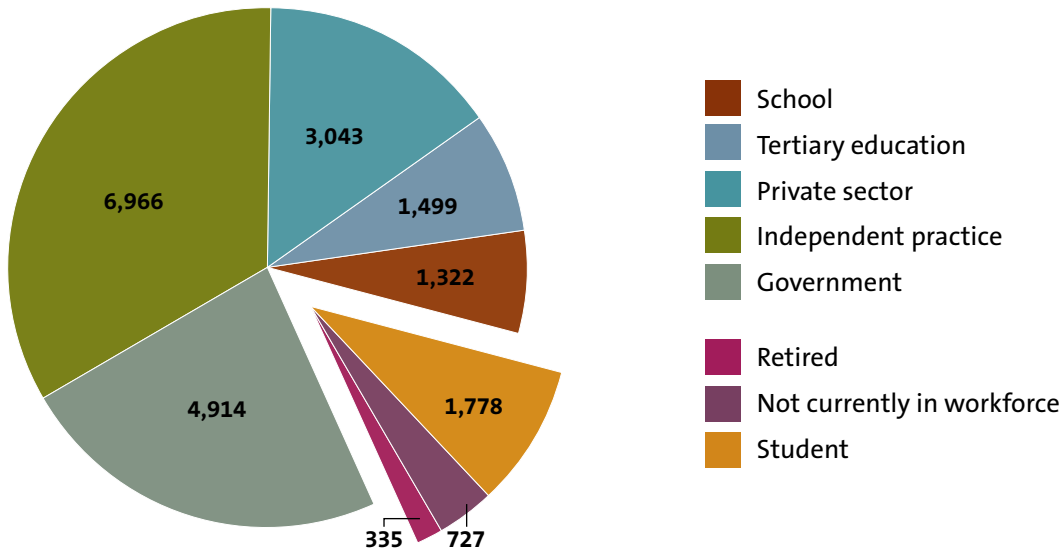
16 new APS Life Members (those holding membership for at least 50 years) were appointed in 2012, bringing the total to 86 current Life Members of the APS.

Mr Bruce Crowe Hon FAPS
Mr Kenneth Dungey MAPS
Mr Barry Elliott MAPS
Ms Jill Faddy MAPS
Mr Alan Farmer FAPS
Mrs Joan Hart MAPS
Mr Bernard Healey MAPS
Mr John Jenkins MAPS
Mr Hugh Mackay FAPS
Mr Terence O'Donohue MAPS
Dr Paul Power FAPS
Professor Mary Sheehan MAPS
Professor Peter Sheehan Hon FAPS
Mr Wallace Turnbull MAPS
Professor Linda Viney FAPS

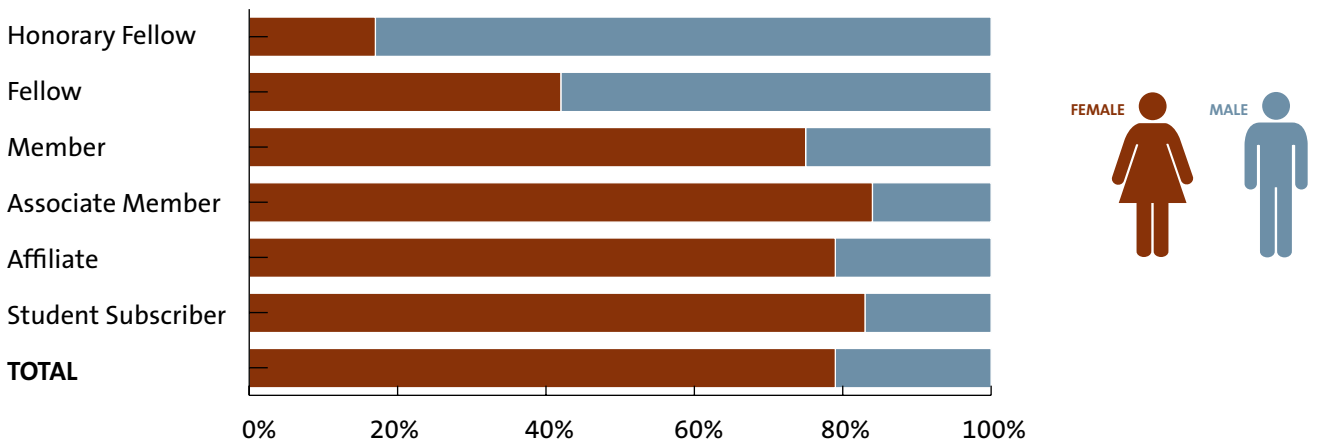
Member Grade by location

GRADE	ACT	NSW	NT	QLD	SA	TAS	VIC	WA	O/S	TOTAL
Hon Fellow	1	5	0	2	0	0	3	0	1	12
Fellow	7	45	2	39	17	4	77	17	5	213
Member	321	3,756	91	1,861	791	252	4,100	927	263	12,362
Associate Member	133	2,038	74	1,231	153	64	1,081	402	72	5,248
Affiliates	9	80	4	51	16	6	81	6	48	301
Student Subscriber	65	604	33	622	156	43	722	189	14	2,448
TOTAL	536	6,528	204	3,806	1,133	369	6,064	1,541	403	20,584

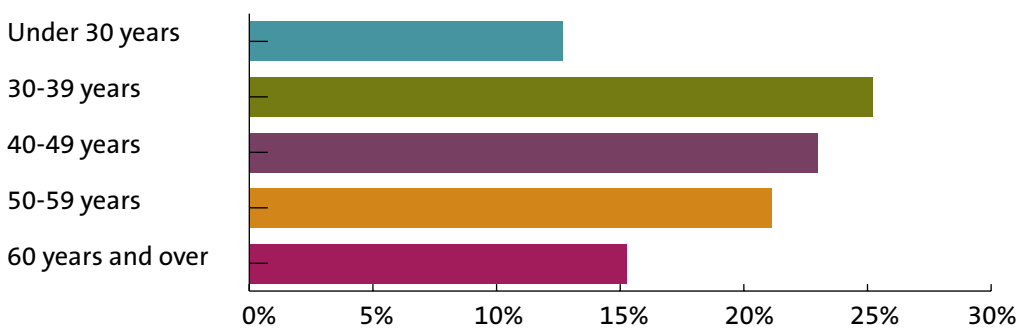
Primary employment setting



Gender of members



Age of members



APS MEMBER GROUPS

APS MEMBER GROUPS

A network of 199 Member Group Committees worked hard to meet the local and national needs of APS members across Australia during 2011-12.

APS Member Group Committees

APS Member Groups are organised around geographic location (State or Territory Groups and Branches), specialist skills sets (National Colleges and their State Sections) and areas of interest (National Interest Groups and State-based Interest Groups).

APS members' access to continuing professional development (CPD) and peer consultation networks in their local area is predominantly organised and run through the Member Group Committees throughout Australia. Additionally, Member Group Committees help APS members stay informed and connected through regular emails, newsletters, APS Member Group websites and social media forums.

The work of the Member Group Committees is highly valued by the broad APS membership and provides a strong sense of belonging for members to their professional Society. APS Member Group Committees include a Chair, Secretary, Treasurer and other elected roles or general committee positions as required by the category of Member Group.

APS State Committees and Branches

The Committees and the membership of the APS Branches across Australia are represented by the State Chairs at regular forums with the APS President, Executive Director and senior staff of the National Office. The State Chairs communicate back to the broad membership through the State Committees, which are comprised of all the Branch Chairs in the State, plus members elected to the position of State Chair, Secretary, Political Liaison Officer (PLO) and State Newsletter Editor. Some of the topics discussed at the State Chairs Forums over the past year have included the growing concern about the reduced availability of supervisors and the Psychology Board of Australia requirements for supervision of provisional psychologists, and strategies to support APS members in regional, rural and remote areas of Australia to receive high quality continuing professional development as well as peer consultation networking opportunities.

The Branch Chairs meet together with the Board, the Executive Director and staff from the APS National Office once a year for two to three days in February. The 2012 Branch Chairs Forum was a great success with small group discussions producing a wealth of strategies for collaboration between APS Branches, Interest Groups and Colleges on future CPD events for members.

APS Colleges

The nine APS Colleges of Psychologists are represented by the National College Chairs at regular Forums with the APS President, Executive Director and senior staff from the National Office. Each National Chair reports back to the College National Committee, which includes all College State Section Chairs and other elected and appointed members of the College.

Some of the topics covered at the College Chairs Forum included strategies to clearly define the value of APS College membership, the identification of resources and advocacy activities valued by College members, and strategies to positively engage with the Psychology Board of Australia.

APS Interest Groups

The APS Interest Groups operate within a structure of National and State-based Committees to provide information through email communications, networking opportunities and continuing professional development activities.

Members of Interest Groups were represented by the National Interest Group Conveners at the Annual Forum in May 2012. The Conveners met with the APS President, the Executive Director and senior staff from the National Office for a full day of discussions and information sharing. The 2012 Forum offered an opportunity for Conveners to work in small groups to share and devise strategies to provide relevant CPD activities, regular communication and effective engagement with members across Australia, and the development of member resources.

APS Branches

Australian Capital Territory

Australian Capital Territory

Chair: Mr Harold Bilboe (to Oct. 2011);

Ms Jennifer Manson

Members: 582

New South Wales

Illawarra

Chair: Mr Jason Pratt

Members: 380

New England

Chair: Ms Amanda Akers

Members: 112

Newcastle

Chair: Mr Cecil Thompson

Members: 465

NSW Central Coast

Chair: Mr Reginald Davis

Members: 252

NSW Far-South Coast

Chair: Mr William Pitty

Members: 32

NSW Mid-North Coast

Chair: Mr Robert Curtis

Members: 180

NSW North Coast

Chair: Ms Jane McGregor

Members: 227

NSW Western Region

Chair: Dr Louise Roufeil (to Jan. 2012);

Ms Margaret Johnson

Members: 191

Riverina

Chair: Dr Gene Hodgins

Members: 81

Shoalhaven

Chair: Ms Janine Lord

Members: 77

South-West Sydney

Chair: Ms Anne Frahm

Members: 471

Sydney

Chair: Mr Mark England

Members: 3,977

Northern Territory

Northern Territory

Chair: Ms Kerry Williams and Ms

Kathryn Crawley (to Nov. 2011);

Ms Kathryn Crawley

Members: 202

Queensland

Brisbane Area

Chair: Dr Phillip Stacey

Members: 2,037

Bundaberg-Hervey Bay Region

Chair: Mr Gregory Bell

Members: 96

Central Queensland

Chair: Ms Julie-Anne Cronin (to Sept.

2011); Dr Michael John

Members: 130

Far-North Queensland

Chair: Mr Ian Ritchie (to Oct. 2011);

Ms Simone Fischer

Members: 180

Gold Coast

Chair: Dr Laurel Morris (to Dec. 2011);

Mr Brad Inglis

Members: 536

Mackay

Chair: Ms Tonya Plumb (to Dec. 2011);

Ms Kathryn Piper

Members: 70

North Queensland

Chair: Dr Beryl Buckby

Members: 226

Sunshine Coast

Chair: Ms Maggie Bailey (to Dec. 2011);

Ms Katherine Mellor

Members: 292

Toowoomba

Chair: Dr Maxine O'Brien

Members: 219

South Australia

South Australia

Chair: Assoc Prof Jacques Metzger (to

Dec. 2011); Ms Carmel Wauchope

Members: 1,130

Tasmania

Hobart

Chair: Mr Peter Nelson

Members: 241

North-Western Tasmania

Chair: Ms Ali Maginness (to Feb. 2012);

Dr Heather Bridgman

Members: 52

Northern Tasmania

Chair: Ms Janis Richards (to April 2012);

Ms Lib Heyward

Members: 76



Victoria

Albury/Wodonga

Chair: Ms Leanne Casey

Members: 75

Ballarat

Chair: Assoc Prof Suzanne McLaren

(to Nov 2011); Ms Karyn Newnham

Members: 176

Barwon

Chair: Ms Jane Reynolds

Members: 239

Bendigo

Chair: Dr Anna Kokavec (to Feb. 2012)

Members: 177

Gippsland

Chair: Mr Jeremy Parker

Members: 162

Melbourne

Chair: Dr Simon Kinsella (to Dec. 2011);

Dr Felicity Allen

Members: 4,969

Mornington Peninsula

Chair: Dr Diane McGreal

Members: 205

South-West Victorian

Chair: Ms Lynn Brown

Members: 61

Western Australia

Goldfields Esperance

Chair: Ms Christina Petz

Members: 17

Mid-West WA

Chair: Ms Kim Weatherston (to Dec.

2011); Mr Timothy Milnes

Members: 55

Perth

Chair: Ms Lidia Genovese

Members: 1,379

South-West WA

Chair: Ms Margaret Rutter

Members: 56

WA Great Southern

Chair: Ms Stephanie Morrigan

Members: 30

APS MEMBER GROUPS

APS State Committees

A brief summary of the highlights of 2011-12 for each State Committee is presented below.

Australian Capital Territory

Chair: Ms Anne Goyne

- Organisation of an excellent CPD seminar program including presentations from a range of people working in allied mental health professions
- Involvement of the Branch in the ACT regional Medicare Local Advisory Group
- Engagement of the State PLO on the new ACT Division of General Practice Committee, with a Reference Group established to provide feedback from members about the direction of the new Division

New South Wales

Chair: Ms Cinzia Gagliardi (to Nov. 2011); Ms Agnes Levine

- Advocacy and consultation activities with NSW Government Ministers, including promoting the diverse roles of psychologists across a range of health and community-related areas and the review of school counsellors
- Advocacy and awareness of evidence-based best practice for early childhood parent decision making in respect of balancing childcare arrangements with career maintenance and enhancement
- Organisation of successful CPD events including an *Interpersonal psychotherapy introductory course*, a workshop on *Attachment, mentalisation and psychotherapy*, and peer consultation networks

Northern Territory

Chairs: Ms Kerry Williams and Ms Kathryn Crawley (to Nov. 2011); Ms Kathryn Crawley

- Celebration of the inaugural APS (NT Branch) Territorian of the Year Award at the 2011 opening of National Psychology Week (NPW) at Parliament House

- Development of enhanced communications with the Psychology Board of Australia by meeting regularly with the local National Board member and regular communication with the NT Director of Registrations through attendance at stakeholder meetings
- Organisation of bimonthly peer consultation nights and hosting of free CPD events featuring guest speakers both locally and from interstate

Queensland

Chair: Dr Jennifer Promnitz

- Training for members within Branches in disaster recovery, psychological first aid and trauma therapy, following the first anniversary of the South East and Western district floods and cyclone Yasi
- Organisation of CPD events, including peer consultation networks, regular breakfast seminars and a successful workshop on the *Treatment of antisocial youth and families*
- Facilitation of many and varied NPW events across the State including a free community forum at an arts centre, and a film presentation of *A Tree of Life*

South Australia

Chair: Assoc Prof Jacques Metzger (to Dec. 2011); Ms Carmel Wauchope

- Implementation of a CPD working group with coordination of a number of activities, including the State-wide conference on wellbeing with Martin Seligman as the keynote speaker
- Realignment of the working relationship with the Salvation Army on the SalvoPsych program
- Establishment of a focus on support for psychology in rural and remote areas of SA with attendance at a national forum on rural and remote healthcare in Canberra

Tasmania

Chair: Mr Darren Stops

- Successful events of Tasmanian Branches including an annual holiday dinner, a workshop on *The brain and anxiety* and monthly seminars organised by the Hobart Branch
- Involvement in NPW by members throughout Tasmania including a 'Think Well Be Well' Hobart Branch walk on the waterfront
- Facilitation of links with other organisations including Medicare Locals and the GP Mental Health reference group

Victoria

Chair: Dr Simon Kinsella

- Formation of peer consultation networks throughout Victoria and the continuing success of the Study Group Network (SGN) designed to keep members up to date with new developments
- Organisation of an APS course information day by the student committee, Melbourne Branch, which included speakers from universities across Victoria offering presentations on 4th year and postgraduate programs
- Presentation of NPW activities including a rural information stall and promotion of APS psychologists across Victorian schools

Western Australia

Chair: Dr Leonie Coxon

- Hosting of the highly successful 2011 WA Psychology Conference 'Unity in Diversity-II' for two days to include more in-depth workshops and to appeal to an audience ranging from university students to seasoned professionals
- Organisation of a gala dinner and awards night for APS fourth year prize winners
- Co-ordination of NPW events in all Branches including shopping centre information stalls in both city and rural locations

State Political Liaison Officers

Australian Capital Territory

Ms Helen Lang

New South Wales

Ms Agnes Levine

Northern Territory

Ms Kerry Williams

Queensland

Mr Paul Martin (from Dec. 2011)

South Australia

Ms Carmel Wauchope

Tasmania

Ms Christina Brown and
Mr Darren Stops

Victoria

(Vacant)

Western Australia

Mr Alan Plumb (to Jan. 2012);
Ms Judith Davys

State Newsletter Editors

Australian Capital Territory

Ms Gillian Little (to Nov. 2011);
Ms Kristina Geremia

New South Wales

Ms Agnes Levine (to Nov. 2011);
Dr Kate Simpson

Northern Territory

Mr Peter Laming

Queensland

Mr Steve South (to Nov. 2011);
Ms Frances Butler

South Australia

Ms Sally Metzer (to Dec. 2011);
Ms Jane Turner Goldsmith

Tasmania

Mr Dave Tuck

Victoria

Dr Felicity Allen

Western Australia

Ms Kara Churchward

APS Colleges

A brief summary of the highlights of 2011-12 for each College is presented below.

College of Clinical Neuropsychologists

Chair: Julia Kuring (to October 2011); Dr Fiona Bardenhagen

Members: 517

- Hosting of the 17th Annual College of Clinical Neuropsychologists Conference in Sydney 2011, which was well attended and attracted significant media interest about healthy brain ageing
- Organisation of regular, high quality CPD activities by the very active State Sections and investigation of ways to make these available as webinars or online

College of Clinical Psychologists

Chair: Mr Anthony Cichello

Members: 4,225

- Hosting of the highly successful 2011 Annual Conference of the College of Clinical Psychologists in Cooloolim utilising a workshop and master class format
- Establishment of peer consultation networks across State Sections of the College with some using a social media platform
- Submission and provision of witness evidence to the 2011 Senate Inquiry into the Commonwealth Administration and Funding of Mental Health Services

College of Community Psychologists

Chair: Assoc Prof Lynne Cohen (to March 2012);

Dr Ken Robinson

Members: 105

- Support for the discipline and profession within the specialist area, with a College member receiving the 2011 Carl Rogers Award Society of Humanistic Psychology (APA Division 32) for the address *Psychopathology or disturbed relationship? Rethinking suffering, disorder and healing*
- Presentation of CPD activities including: two one-hour national webinar sessions on *Program evaluation in the community*; a one-hour session on *Working with families of fly-in fly-out workers*; and enhancement of community wellbeing with presentation for ABC Radio National *7 billion: it's getting crowded in here* and contribution to the ABC TV *The Life Lab, Life at 5*

College of Counselling Psychologists

Chair: Ms Elaine Hosie (to October 2011); Mr Michael Di Mattia

Members: 960

- Advocacy with the Psychology Board of Australia and other professional bodies and organisations, clarifying and promoting the competencies of counselling psychologists
- Presentation of CPD activities including: *Introduction to motivational interviewing*; *Working with men, anger and relationships*; and *How to sit in the centre of a storm: Providing therapy to clients with Borderline Personality Disorder*

APS MEMBER GROUPS

APS Colleges (cont.)

College of Educational and Developmental Psychologists

Chair: Dr Terence Bowles (to Feb. 2012); Mr Paul Bertoia

Members: 635

- Hosting of 2011 National Conference of the College in Melbourne which focused on how cognition and psychometrics can be applied to work in schools and clinics and received significant local and national media attention
- Organisation of CPD events involving local and international speakers across several States, including a presentation on *Working Memory and Learning*, with subsequent peer consultation sessions for members organised for discussions on these topics
- Establishment of a South Australian Section of the College during 2011, which is an important step in improving representation for educational and developmental psychology across Australia

College of Forensic Psychologists

Chair: Dr Michael Daffern

Members: 532

- Identification and updating of policies of government departments that restrict forensic psychologists from practising in their specialist field, in collaboration with National Office
- Hosting of the 3rd National Conference in Noosa, which attracted numerous international delegates and provided high quality professional development for members
- Facilitation of a range of CPD activities across the country to ensure a skilled workforce that meets its professional development requirements, including the drafting of specialist ethical guidelines for psychologists engaged in forensic practice



College of Health Psychologists

Chair: Dr Lina Ricciardelli

Members: 419

- Presentation of networking dinners and CPD events, including: *Body image and visible differences* by researchers and clinicians from the Centre of Appearance Research in Bristol; *Application of motivational interviewing to clinical practice*; *Perinatal Mental Health*; and *Management of obesity*
- Involvement in conferences, including support for the Australasian Behavioural Health and Medicine conference held in Melbourne, and five symposia presented at the APS Annual Conference in Canberra on diabetes, body image and health and recent developments in evidence-based practice

College of Organisational Psychologists

Chair: Ms Fernanda Afonso (to June 2011); Mr Peter Zarris

Members: 699

- Preparation of a College bimonthly eNewsletter, *REACH*, providing updates to members
- Development of audio visual CPD materials for members, including highlights from the 2011 IOP Conference
- Presentation of a wide range of CPD events including: *Program evaluation*; *Corporate psychopaths*; *Developing leaders for the 21st Century*; *Wellbeing work*; *Mediating workplace bullying complaints*; and *Countering dehumanisation in organisations*
- Facilitation of numerous early career mentoring events across Australia

College of Sport and Exercise Psychologists

Chair: Dr Gene Moyle

Members: 122

- Liaison and ongoing advocacy for the field of sport and exercise psychologists with national sporting organisations, institutes and government agencies about employment considerations, applied practice, research and ethical considerations
- Support in establishing regular CPD sessions and peer network consultation groups for members across States including joint events in conjunction with various universities and institutes, for example the Australian Institute of Sport and State Sporting Institutes
- Liaison and collaboration with a range of international sport and exercise psychology associations, for example Sport Psychology Council and national associations to enhance information sharing across networks for the benefit of members, including negotiation of reciprocal membership of some associations at no cost to College members

APS Interest Groups

Aboriginal and Torres Strait Islander Peoples and Psychology

Convenors: Ms Yvonne Clark and Ms Kerrie Kelly (to Sept. 2011); Ms Yvonne Clark and Dr Stephen Meredith
Members: 222

Acceptance and Commitment Therapy and Psychology

Convenor: Dr Matthew Smout
Members: 568

Buddhism and Psychology

Convenor: Ms Liana Taylor (to Nov. 2011); Ms Janelle Martin
Members: 361

Child, Adolescent and Family Psychology

Convenor: Ms Jacqueline Reid
Members: 988

Christianity and Psychology

Convenor: Mr Ivan Atkinson (to April 2012); Ms Tamara White (to May 2012); Mr Christopher Patchett
Members: 315

Coaching Psychology

Convenor: Mr David Heap
Members: 597

Deafness and Psychology

Convenor: Dr Louise Munro
Members: 45

Dispute Resolution and Psychology

Convenors: Mr Mark England and Ms Katherine Johnson
Members: 87

Eye Movement, Desensitisation and Reprocessing and Psychology

Convenor: Ms Zara Yellin (to Nov. 2011); Ms Rosalie Gannon
Members: 166

Family Law and Psychology

Convenor: Mr Vincent Papaleo
Members: 155

Gay and Lesbian Issues in Psychology

Convenor: Mr Damien Riggs
Members: 107

Narrative Theory and Practice in Psychology

Convenor: Ms Rina Taub
Members: 98

Neurofeedback and Psychology

Convenor: Mr Jorge Aroche (to Oct. 2011); Ms Michelle Aniftos
Members: 114

Occupational Health Psychology

Convenor: Mr William Pappas
Members: 131

People with Intellectual and/or Developmental Disability and Psychology

Convenor: Dr Keith McVilly
Members: 219

Perinatal and Infant Psychology

Convenor: Dr Bronwyn Leigh
Members: 282

Personal Construct Psychology

Convenor: Assoc Prof William Warren
Members: 32

Personality and Individual Differences Psychology

Convenor: Prof Patrick Heaven
Members: 90

Psychoanalytically-Oriented Psychology

Convenor: Dr Timothy Keogh
Members: 512

Psychologists for Peace

Convenor: Dr Winnifred Louis
Members: 101

Psychologists for the Promotion of Animal Welfare

Convenor: Ms Heather Parbs and Mr Mark England (to Nov. 2011); Mr Mark England
Members: 70

Psychologists in Oncology

Convenor: Ms Kerry Tiller (to Oct. 2011); Ms Eve Barboza
Members: 113

Psychologists in Schools (new)

Convenor: Dr Monica Thielking
Members: 14

Psychology and Ageing

Convenor: Prof Nancy Pachana
Members: 365

Psychology and Complementary and Alternative Medicine

Convenor: Dr Peta Stapleton (to Dec. 2011); Ms Kelly da Costa
Members: 136

Psychology and Cultures

Convenor: Dr Nigar Khawaja
Members: 82

Psychology and Substance Use

Convenor: Ms Lynne Magor-Blatch
Members: 146

Psychology and the Environment

Convenor: Ms Beverley Ernst
Members: 59

Psychology from an Islamic Perspective

Convenor: Ms Hanan Dover
Members: 28

Psychology of Eating, Weight and Body Image

Convenor: Dr Leah Brennan
Members: 209

Psychology of Relationships

Convenor: Dr Ross Wilkinson (to Oct. 2011); Mr Gery Karantzias
Members: 271

Refugee Issues and Psychology (new)

Convenor: vacant
Members: 6

Rehabilitation Psychology

Convenor: Dr Karleigh Kwapil (to Mar. 2012); Ms Anne Marie Sarandrea
Members: 156

Rural and Remote Psychology

Convenor: Ms Ailsa Drent (to Oct. 2011); Mr Paul Campbell
Members: 152

Sufism and Psychology

Convenor: Mr Robert Parkhurst
Members: 17

Teaching, Learning and Psychology

Convenor: Dr John Reece and Dr Frances Martin
Members: 127

Telephone and Internet-based Counselling and Psychology

Convenor: Prof David Kavanagh
Members: 151

Transpersonal Psychology

Convenor: Mr Nicholas Morrey
Members: 90

Trauma and Psychology

Convenor: Mr Michael McLindon
Members: 449

Women and Psychology

Convenor: Dr Raelynn Wicklein
Members: 134

Yoga and Psychology (new)

Convenor: Mr Todd Zemek
Members: 16

APS MEMBER CONTRIBUTIONS

APS MEMBER CONTRIBUTIONS

The operations of the APS are supported by an extensive array of Committees and Advisory, Reference, Review and Working Groups to inform policy making and activities. As a member-based organisation, the APS relies heavily on the contributions of a large number of its members who bring expertise and knowledge in a broad range of areas.

The following members of the APS have made significant contributions over the last year by willingly giving their time and expertise to participate on a range of APS Committees and Groups, or to edit APS journals and newsletters. The voluntary contributions of these members in so many different capacities are essential to the functioning of the APS and have been a significant factor in the APS achievements over the last year.

APS Board Committees

Ethics

Prof Anthony Love (C)
Ms Heather Bancroft
Ms Sharon Bent
Dr Astrid Birgden
Dr Deirdre Drake
Dr Elaine Hart
Assoc Prof Ann Knowles
Ms Anne Lipzker
Prof Lyn Littlefield
Ms Beatrice Melita
Assoc Prof Jacques Metzger
Ms Elisabeth Shaw
Mr Mick Symons

Finance, Investment and Audit

Ms Sue Carter (C)
Prof Simon Crowe
Assoc Prof Erica Frydenberg
Assoc Prof Tim Hannan
Mr Keith Irvine
Prof Lyn Littlefield
Ms Mira Mitrsevich
Mr Mike Shaw
Prof Trang Thomas
Mr Barry Whitmore

Governance

Prof Simon Crowe (C)
Ms Sue Carter
Assoc Prof Tim Hannan
Ms Suzanne Harmer
Prof Mike Kyrios
Prof Lyn Littlefield
Mr Barry Whitmore

Risk Management

Prof Lyn Littlefield (C)
Ms Sue Carter
Assoc Prof Tim Hannan
Mr Alan Plumb
Dr Bob Rich
Dr Robyn Vines
Mr Barry Whitmore

APS Board Advisory Groups

Membership Recruitment, Retention and Engagement

Assoc Prof Erica Frydenberg (C)
Mr Craig Baker
Ms Diane Barber
Dr Martin Boulton
Ms April Carlin
Assoc Prof Michael Carr-Gregg
Dr Lynne Casey
Dr Elizabeth Celi
Adj Assoc Prof Amanda Gordon
Prof Lyn Littlefield
Dr Gene Moyle
Dr Bob Rich
Ms Shelley Rogers
Mr David Smith
Mr Mick Symons
Mr Ai Tran

Professional Development

Dr Nick Reynolds (C)
Dr Fiona Bardenhagen
Mr Craig Camamile
Dr Kaylene Evers
Ms Tara Kelso
Prof Lyn Littlefield
Dr Joanne Lukins
Dr Monica O'Kelly
Dr Rachel Roberts
Prof Trang Thomas
Prof Stephen Woods

Professional Practice

Prof Mike Kyrios (C)
Mr Ted Campbell
Ms Bev Ernst
Ms Jillian Harrington
Ms Draga Jevtic
Prof Lyn Littlefield
Mr Robert Lynd Stevenson
Ms Mary Magalotti
Dr Rebecca Mathews
Mr Adam Patrech
Dr Nick Reynolds
Mr Santo Russo
Mr David Stokes
Ms Ann Thornton

Public Interest

Dr Bob Rich (C)
Dr Erica Frydenberg
Ms Ann Aboud
Prof Jill Astbury
Prof Pat Dudgeon
Ms Amanda Jones
Prof Lyn Littlefield
Dr Winnifred Louis
Ms Cynthia Mifsud
Dr Damien Riggs
Prof Ann Sanson
Dr Meg Smith
Dr Bernadette Wright

Rural, Regional and Remote

Mr Alan Plumb (C)
Ms Robyn Bradbury
Mr Paul Campbell
Mr Simon Canny
Dr Tim Carey
Ms Judith Gullifer
Prof Lyn Littlefield
Dr Rebecca Mathews
Mr Darryl Maybery
Dr Brendan Meagher
Prof Prasuna Reddy
Dr Louise Roufeil
Mr David Stokes
Prof Don Thomson
Mr Glenn Williams

Science, Academia and Research

Prof Gina Geffen (C)
Assoc Prof Jacqueline Cranney
Prof Simon Crowe
Prof John Dunn
Dr Nikolaos Kazantzis
Prof Mike Kyrios
Prof Lyn Littlefield
Dr Iain Montgommery
Dr Gene Moyle
Prof David Shum
Prof Trang Thomas
Prof Tracey Wade

APS MEMBER CONTRIBUTIONS

APS Reference and Review Groups

Climate Change and Environmental Threats

Dr Susie Burke (C)
Dr Kelly Fielding
Dr Rob Hall
Prof Don Hine
Prof Margot Prior
Dr Bob Rich
Prof Joe Reser
Prof Helen Ross
Ms Karen Spehr
Ms Bronwyn Wauchope

Disaster Preparedness

Prof Kevin Ronan (C)
Prof Richard Bryant
Dr Susie Burke
Dr Vanessa Cobham
Dr Mark Creamer
Ms Bev Ernst
Prof David Forbes
Dr Rob Gordon
Ms Kerrie Kelly
Dr Justin Kenardy
Prof Joseph Reser

Private Practice

Mr David Stokes (C)
Mr John Alder
Ms Christina Anderson
Dr Penny Brabin
Dr John Brown
Dr Leonie Coxon
Dr Simon Crisp
Prof Lyn Littlefield
Dr Rebecca Mathews
Mr David Stickels
Ms Tracey Wardill
Ms Jan Wilkinson

Psychologists in Schools

Mr Darren Stops (C)
Ms Judith Cogle
Ms Sue Edwards
Ms Tina Fersterer
Ms Lesley Fraser
Mr Chris Gostelow
Mr Mark Lewis
Prof Lyn Littlefield
Ms Kay Manning
Ms Roslyn McIntosh
Ms Kiera Roffey-Mitchell
Ms Sue Soderman
Ms Ruth Still
Mr David Stokes
Dr Monica Thielking
Ms Susan Whitelaw

Psychology Education and Training

Prof Lyn Littlefield (C)
Prof David Badcock
Assoc Prof Roger Cook
Assoc Prof Jacqueline Cranney
Prof Simon Crowe
Prof John Dunn
Em Prof Gina Geffen
Dr Sabine Hammond
Dr Mick Hunter
Prof David Kavanagh
Ms Anne Lipzker
Dr Iain Montgomery
Prof Kate Moore
Dr Nick Reynolds
Ms Ann Stark
Dr Nicholas Voudouris

Public Sector and Non-Government Organisation

Mr David Stokes (C)
Mr Andre Bauer
Ms Anna Boynton
Dr Tim Connell
Dr Maryanne Davis
Mr Bo Li
Ms Michelle Martin
Ms Lisa McLean
Mr Glen Menezes
Mr Doug Scott
Dr Deborah Wilmoth

Tests and Testing

Dr Chris Pratt (C)
Ms Judy Baker
Mr Geoff Gallas
Mr Nick Hagiliassis
Assoc Prof Tim Hannan
Mr Wally Howe
Mr Ian Kendall
Mr Peter MacQueen
Mr Christopher O'Brien
Ms Marian Power
Dr Graeme Senior
Mr David Stokes
Ms Daiva Verbyla

Training Institute

Prof Simon Crowe (C)
Ms Sue Carter
Dr Sabine Hammond
Mr Tim Hannan
Prof Lyn Littlefield
Mr Jac Smit
Prof Trang Thomas
Dr Nicholas Voudouris
Mr Barry Whitmore

APS journal Editors

Australian and New Zealand Journal of Organisational Psychology
Academic Editor: Prof Barry Fallon
Managing Editor: Ms Kathryn Von Treuer

Australian Community Psychologist
Dr Lauren Breen

Australian Educational and Developmental Psychologist
Dr Terry Bowles (2011)
Dr Chris Boyle (2012)

Australian Journal of Counselling Psychology
Dr Peter McIlveen

Australian Journal of Psychology
Prof Patrick Heaven (2011)
Assoc Prof Graham Tyson (2012)

Australian Psychologist
Dr Nikolaos Kazantzis

Clinical Psychologist
Prof Tracey Wade

APS Committees and Working Groups

2012 Annual Conference Scientific Program

Prof Alfred Allan (C)
Prof David Badcock
Prof Don Byrne
Dr Leonie Coxon
Prof Simon Crowe
Prof Jan Fletcher
Assoc Prof Erica Frydenberg
Assoc Prof Sabine Hammond
Prof Lyn Littlefield
Mr Alan Plumb
Assoc Prof Clare Roberts
Dr Rosie Rooney
Mr Jac Smit
Prof Craig Speelman

Australian Indigenous Psychologists Association

Mr Glenn Williams (C)
Prof Pat Dudgeon
Ms Yvonne Clark
Dr Christine Gillies
Ms Amanda Hart

Constituent Units Review

Ms Sue Carter (C)
Prof Jim Bright
Mr Ted Campbell
Assoc Prof Roger Cook
Ms Denise Dickson
Prof Gerry Fogarty
Prof Mike Kyrios
Ms Agnes Levine
Prof Lyn Littlefield
Assoc Prof Jacques Metzger
Prof Grace Pretty
Dr Damien Riggs
Dr Louise Roufeil
Assoc Prof Bruce Stevens
Mr Barry Whitmore

Ethical Guidelines

Prof Don Thomson (C)
Dr Elizabeth Allworth
Prof Jane Goodman-Delahunty
Ms Heather Gridley
Mr Graeme Kane
Assoc Prof Ann Knowles
Prof Anthony Love
Ms Jacinta Pollard
Mr Douglas Scott
Mr Mick Symons

Fellows

Prof Simon Crowe (C)
Adj Assoc Prof Amanda Gordon
Assoc Prof Erica Frydenberg
Prof Mike Innes
Prof Lyn Littlefield
Dr Shirley Morrissey

Program Development and Accreditation

Dr Iain Montgomery (C)
Prof Vicki Anderson
Prof Don Byrne
Assoc Prof Roger Cook
Assoc Prof Jacquelyn Cranney
Prof Alison Garton
Prof Patrick Heaven
Prof Mary Katsikitis
Prof Lyn Littlefield
Assoc Prof Jacques Metzger
Prof Kate Moore
Assoc Prof Shirley Morrissey
Prof Grace Pretty
Assoc Prof Clive Skilbeck
Prof Trang Thomas
Assoc Prof Graham Tyson

Reconciliation Action Plan

Prof Simon Crowe (C)
Prof Pat Dudgeon (C)
Mr Robert Brooks
Ms Tracey Bunda
Ms Yvonne Clark
Mr Rodney Dillon
Dr Christine Gillies
Ms Heather Gridley
Dr Paul Harnett
Ms Anne Lipzker
Prof Lyn Littlefield
Mr Stephen Meredith
Dr Raymond Nairn
Assoc Prof Linda Nikora
Ms Karen Parter
Dr Bob Rich
Ms Kelleigh Ryan
Ms Glenn Williams
Ms Katherine Williams

5 FINANCIAL 4 REPORT

FINANCIAL REPORT

DIRECTORS' REPORT

The Directors present their report on the results of The Australian Psychological Society Limited ABN 23 000 543 788 (the Society) for the financial year ended 31 May 2012 and the state of affairs of the Society at that date. The following persons were directors of the Society during the whole of the financial year and up to date of this report, or for a lesser time period as indicated:

Simon Crowe	
Lyn Littlefield	
Sue Carter (a)	
Elizabeth Celi	Retired 6/10/2011
Erica Frydenberg	Commenced 6/10/2011
Gina Geffen	
Tim Hannan	
Mike Kyrios	Commenced 6/10/2011
Alan Plumb	Commenced 6/10/2011
Nick Reynolds	Commenced 8/10/2011
Bob Rich	
Trang Thomas	
Robyn Vines	Retired 6/10/2011
Deborah Wilmoth	Retired 6/10/2011

(a) Sue Carter was initially appointed as a director on 21 December 2010 for a term expiring at the 2011 Annual General Meeting (AGM) held on 6 October 2011, in accordance with clause 67 (d) of the Society's constitution. She was then re-appointed on 8 October 2011 for a further term expiring at the 2012 AGM.

Qualifications and experience of the Directors in office at the end of the financial year are on pages 4 and 5 of the Annual Report.

Principal activities

The principal activities of the Society during the year were the advancement of the scientific study and the professional practice of psychology. There were no significant changes in the nature of these activities during that period.

Operating and financial review

The net surplus for the year ended 31 May 2012 is \$230,995 (2011: \$1,395,059 surplus).

The review of the operations during the financial year and the results of those operations are noted elsewhere in the Annual Report.

Risk management

The Society takes a proactive approach to risk management. The Board is responsible for ensuring that risks, and also opportunities, are identified on a timely basis and that the Society's objectives and activities are aligned with the risks and opportunities identified by the Board.

The Board has established a separate Risk Management Committee to assist the Board to manage risk. From time to time the Board may also convene separate committees to further examine specific issues and risks, and have that committee report back to the Board.

The Board has a number of mechanisms in place to ensure that management's objectives and activities are aligned with the risks identified by the Board. These include the following:

- Board approval of a Strategic Plan, which encompasses the Society's vision, mission and strategy statements, designed to meet stakeholders' needs and manage business risk
- Implementation of Board-approved operating plans and budgets and Board monitoring of progress against these budgets
- The establishment of the Finance, Investment and Audit Committee, which assists in meeting the Board's responsibility to manage the Society's financial risks. The Committee advises the Board on such matters as the Society's liquidity, interest rate and credit policies and exposures, and monitors management's actions to ensure they are in line with the Society's policy.

Dividends

No portion of surplus in any year shall be paid to members by way of dividends, bonus or otherwise.

Significant changes in the state of affairs

There were no significant changes in the state of affairs of the Society during the year ended 31 May 2012 not otherwise disclosed in the Annual Report.

Likely developments and expected results

The Society intends to continue with its existing activities and consider possible new activities that are consistent with its objectives.

Significant matters subsequent to the end of the financial year

No matters or circumstances have arisen since 31 May 2012 that have significantly affected or may significantly affect:

- a. the Society's operations in future financial years, or
- b. the results of those operations in future financial years, or
- c. the Society's state of affairs in future financial years.

Indemnification and insurance of directors and officers

During or since the financial year, the Society has paid premiums in respect of a contract insuring all directors, office bearers and employees of the Society against costs incurred in defending proceedings for conduct involving:

- a. A wilful breach of duty; and
- b. A contravention of sections 182 or 183 of the *Corporations Act 2001*, as permitted by section 199B of the *Corporations Act 2001*.

The total amount of insurance contract premiums paid was \$15,530 (2011: \$15,530).

Indemnification of auditors

The Society has entered into an agreement to indemnify their auditor, PricewaterhouseCoopers, against any claims or liabilities (including legal costs) asserted by third parties arising out of their services as auditor of the Society, where the liability arises as a direct result of the Society's breach of its obligations to the auditor, unless prohibited by the *Corporations Act 2001*.

Environmental regulation

The Society is not subject to any significant environmental regulation.

Registered office

The registered office of The Australian Psychological Society Limited is located at:

Level 11, 257 Collins Street
Melbourne VIC 3000

Employees

The Society employed 85 full time equivalent employees (including staff contracted to work on various externally funded projects) as at 31 May 2012 (2011: 88).

Corporate governance

The Board of Directors governs the Society and has overall responsibility for pursuing the Society's mission, determining the strategic plan and priorities, monitoring implementation and developing a resource base to support the Society's activities. The Board is the ultimate decision-making and policy-setting body. It is also responsible for the financial viability of the Society and ensuring compliance with statutory requirements applicable to a company limited by guarantee. To assist the Board to fulfill its role and responsibilities various Board Committees, Advisory Groups, Reference Groups and Member Forums are appointed each year.

The Society's Constitution provides for the Board of Directors to be comprised of the President, Executive Director, six elected General Directors and up to three Directors appointed by the Board. The Executive Director is appointed by the Board. Every second year a President-Elect is elected to the Board to assume the role of President for a term of two years commencing at the end of their one year term as President-Elect. Each General Director is elected for a term of three years and each Additional Director appointed by the Board is appointed for a term of one year. Profiles of members of the Board of Directors as at 31 May 2012 are included at the front of this Annual Report.

All Directors must comply with the Board's code of conduct. This code covers issues such as the requirement to act in good faith, duties of due care and diligence, conflict of interest, proper use of power and information, independence, confidentiality and the obligation to comply with the Society's governing documents.

The Board meets at least six times a year for scheduled meetings. The Board is committed to holding at least two of these meetings outside of Melbourne, with the remaining meetings held at the Society's National Office in Melbourne.

Day-to-day management of the organisation's affairs and implementation of corporate strategy and policy initiatives are the responsibility of the Society's Executive Director, Professor Lyn Littlefield. The Society's company secretary is Barry Whitmore who has been a member of both the Institute of Chartered Accountants in Australia and CPA Australia for more than 20 years, and is a graduate member of the Australian Institute of Company Directors.

FINANCIAL REPORT

DIRECTORS' REPORT (CONT.)

Directors' meetings including Committee meetings

(1 June 2011 to 31 May 2012)

	Directors Meetings		Committees					
			Finance, Investment and Audit		Governance		Risk Management and Compliance	
	H	A	CMH	A	CMH	A	CMH	A
Simon Crowe	9	9	4	2	1	1	-	-
Lyn Littlefield	9	9	4	4	1	1	3	3
Sue Carter	9	7	4	4	1	1	2	1
Elizabeth Celi	4	4	-	-	-	-	-	-
Erica Frydenberg	5	4	2	2	-	-	-	-
Gina Geffen	9	6	-	-	-	-	-	-
Tim Hannan	9	9	2	2	1	1	1	1
Mike Kyrios	5	5	-	-	1	-	-	-
Alan Plumb	5	5	-	-	-	-	1	1
Nick Reynolds	4	4	-	-	-	-	-	-
Bob Rich	9	9	-	-	-	-	3	3
Trang Thomas	9	9	4	3	-	-	-	-
Robyn Vines	4	4	-	-	-	-	2	2
Deborah Wilmoth	4	3	-	-	-	-	-	-

H = Number of meetings held whilst in office

CMH = Number of committee meetings held whilst a member of that committee

A = Number of meetings attended

Auditor's Declaration

A copy of the auditor's independence declaration, as required under section 307C of the *Corporations Act 2001*, is set out on page 49.

Signed in accordance with a resolution of the Directors.



Simon Crowe
President



Sue Carter
Director

Melbourne 16 August 2012

AUDITOR'S INDEPENDENCE DECLARATION



Auditor's Independence Declaration

As lead auditor for the audit of The Australian Psychological Society Limited for the year ended 31 May 2012, I declare that to the best of my knowledge and belief, there have been:

- a) no contraventions of the auditor independence requirements of the *Corporations Act 2001* in relation to the audit; and
- b) no contraventions of any applicable code of professional conduct in relation to the audit.

This declaration is in respect of The Australian Psychological Society Limited during the period.

A handwritten signature in blue ink that reads 'Trevor Johnston'.

Trevor Johnston
Partner
PricewaterhouseCoopers

Melbourne
16 August 2012

PricewaterhouseCoopers, ABN 52 780 433 757
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Liability limited by a scheme approved under Professional Standards Legislation.

FINANCIAL REPORT

ANNUAL ACCOUNTS 2012

Statement of Comprehensive Income – Year ended 31 May 2012

	NOTE	2012 \$	2011 \$
TOTAL REVENUE FROM CONTINUING OPERATIONS	3	20,373,686	20,348,608
OTHER INCOME	4	-	400,000
EXPENSES			
General services and benefits for members		(12,951,927)	(12,769,798)
Marketing, promotion and publications		(3,002,565)	(2,581,864)
Governance, administration and occupancy		(4,188,199)	(4,001,887)
TOTAL EXPENSES		(20,142,691)	(19,353,549)
SURPLUS FOR THE YEAR		230,995	1,395,059
TOTAL COMPREHENSIVE INCOME		230,995	1,395,059

The above Statement of Comprehensive Income should be read in conjunction with the accompanying notes.

Statement of Financial Position – As at 31 May 2012

	NOTE	2012 \$	2011 \$
CURRENT ASSETS			
Cash and cash equivalents	6	13,637,507	15,662,960
Trade and other receivables	8	2,494,142	1,446,732
Prepayments	9	554,657	605,971
TOTAL CURRENT ASSETS		16,686,306	17,715,663
NON CURRENT ASSETS			
Property, plant and equipment	10	744,675	881,821
TOTAL NON CURRENT ASSETS		744,675	881,821
TOTAL ASSETS		17,430,981	18,597,484
CURRENT LIABILITIES			
Trade and other payables	11	3,881,397	5,330,134
Provisions	12	881,599	844,875
TOTAL CURRENT LIABILITIES		4,762,996	6,175,009
NON CURRENT LIABILITIES			
Provisions	12	101,455	86,940
TOTAL NON CURRENT LIABILITIES		101,455	86,940
TOTAL LIABILITIES		4,864,451	6,261,949
NET ASSETS		12,566,530	12,335,535
MEMBERS' EQUITY			
Retained earnings	14	12,566,530	12,335,535
TOTAL MEMBERS' EQUITY		12,566,530	12,335,535

The above Statement of Financial Position should be read in conjunction with the accompanying notes.

FINANCIAL REPORT

ANNUAL ACCOUNTS 2012 (CONT.)

Statement of Changes in Equity – Year ended 31 May 2012

	2012 \$	2011 \$
OPENING RETAINED EARNINGS	12,335,535	10,940,476
Total comprehensive income for the year	230,995	1,395,059
CLOSING RETAINED EARNINGS AT YEAR END	12,566,530	12,335,535

The above Statement of Changes in Equity should be read in conjunction with the accompanying notes.

Statement of Cash Flows – Year Ended 31 May 2012

	NOTE	2012 \$	2011 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from customers and members (a)		18,754,800	22,931,323
Interest received		1,005,094	869,039
Payments to suppliers, employees and others		(21,184,800)	(22,600,231)
Interest and other costs of finance paid		(189,226)	(161,681)
NET CASH FROM OPERATING ACTIVITIES	7	(1,614,132)	1,038,450
CASH FLOWS FROM INVESTING ACTIVITIES			
Proceeds from sale of property, plant and equipment		-	1,900,000
Payments for property, plant and equipment	10	(411,321)	(266,142)
NET CASH FROM INVESTING ACTIVITIES		(411,321)	1,633,858
Net increase/(decrease) in cash held		(2,025,453)	2,672,308
Cash at beginning of financial year		15,662,960	12,990,652
CASH AT THE END OF THE FINANCIAL YEAR	6	13,637,507	15,662,960

- (a) The Commonwealth of Australia has developed the KidsMatter initiative and appointed *beyondblue* to act as the contract manager during the service period from 1 January 2012 to 30 June 2014. The KidsMatter services agreement between the APS and *beyondblue* was signed on 18 July 2012 providing for *beyondblue* to fund the APS to deliver services in support of the KidsMatter initiative for the forementioned period. During the period 1 January 2012 to 31 May 2012 the APS incurred approximately \$1.1m of expenses related to this initiative. The cash flow related to this expenditure is included in the Statement of Cash Flows as part of the 'Payments to suppliers, employees and others' figure, however as the above mentioned services agreement was not signed until after 31 May 2012, no funds to cover this expenditure were received by the APS from *beyondblue* by 31 May 2012. Funds to be received have been recognised in the Statement of Financial Position as a receivable at 31 May 2012. Typically the receipt of funding under such service agreements is more closely aligned to the timing of expenditure than has been the case in this instance.

The above Statement of Cash Flows should be read in conjunction with the accompanying notes.

FINANCIAL REPORT

ANNUAL ACCOUNTS 2012 (CONT.)

Notes to and forming part of the financial statements – Year Ended 31 May 2012

Note 1: Corporate information

The financial statements of The Australian Psychological Society Limited (the Society) for the year ended 31 May 2012 were authorised for issue in accordance with a resolution of the Directors dated 16 August 2012.

The Society is a company limited by guarantee, does not have share capital and is incorporated in Australia.

The nature of the operations and principal activities of the Society are described in the Directors' report.

Note 2: Statement of significant accounting policies

(a) Basis of preparation

The financial statements are general purpose financial statements, which have been prepared in accordance with the requirements of the *Corporations Act 2001*, Australian Accounting Standards Reduced Disclosure Requirements, other authoritative pronouncements of the Australian Accounting Standards Board and Urgent Issues Group Interpretations.

The financial statements are presented in Australian dollars and all values are rounded to the nearest dollar.

(i) Compliance with Australian Accounting Standards

The financial statements comply with Australian Accounting Standards Reduced Disclosure requirements as issued by the Australian Accounting Standards Board (AASB).

(ii) Adoption of standards-new and amended

None of the new standards and amendments to standards that are mandatory for the first time for the financial year beginning 1 June 2011 affected any of the amounts recognised in the current period and are not likely to affect future periods.

(iii) Historical cost convention

These financial statements have been prepared under the historical cost convention.

(b) Income tax

The Commissioner of Taxation has ruled that all income derived is exempt from income tax.

(c) Property, plant and equipment

Property, plant and equipment, are stated at historical cost less depreciation. Historical cost includes expenditure that is directly attributable to the acquisition of the items. Depreciation is provided on a straight line basis on all property, plant and equipment. Depreciation periods are:

- Plant and equipment: 3 to 8 years
- Leasehold Improvements: Lease term

Impairment of non-financial assets

The Society assesses impairment of all assets at each reporting date by evaluating conditions specific to them and to the particular asset that may lead to impairment. If an impairment trigger exists the recoverable amount of the asset is determined.

(d) Leases

Operating leases are leases under which the lessors effectively retain substantially all of the risks and benefits of ownership of leased items. Payments made under operating leases are charged to the Statement of Comprehensive Income on a straight line basis over the period of the lease.

(e) Branches, Colleges and Interest Groups

The financial result of the activities of the Society's Branches, Colleges and Interest Groups are included within the Society's operating surplus.

(f) Revenue recognition

Revenue is recognised and measured at the fair value of the consideration received or receivable to the extent it is probable that the economic benefit will flow to the Society and the revenue can be reliably measured. The following specific recognition criteria must be met before revenue is recognised.

(i) Sale of goods

Revenue from the sale of goods is recognised when goods are shipped to the customer.

(ii) Rendering of services

Revenue is recognised by reference to the stage of completion of a contract or contracts in progress at balance date or at the time of completion. Stage of completion is measured by reference to total cost incurred to date as a percentage of total estimated cost for each contract which is determined by a set quotation with the customer. This policy is also applied to the fee for service contracts with Australian Government and related bodies.

(iii) Interest revenue

Revenue is recognised as interest accrues using the effective interest method.

(iv) Membership subscriptions

Subscriptions related to the reporting period are recognised when these have been received from members.

(g) Employee benefits

Provision is made for employee benefits accumulated as a result of employees rendering services up to the reporting date. These benefits include wages and salaries, annual leave and long service leave. Superannuation contributions are made for employees at 10% (9% for 'casual' employees) in compliance with government legislation.

Liabilities arising in respect of wages and salaries, annual leave and long service leave expected to be settled within 12 months of the reporting date are measured at their nominal amounts. All other employee entitlement liabilities are measured at the present value of the estimated future cash outflow to be made in respect of services provided by employees up to the reporting date. In determining the present value of future cash outflows, the interest rates attaching to government guaranteed securities which have terms to maturity approximating the terms of the related liability are used.

(h) Other taxes

Revenues, expenses and assets are recognised net of the amount of GST except:

- where the GST incurred on a purchase of goods and services is not recoverable from the taxation authority, in which case the GST is recognised as part of the cost of acquisition of the asset or as part of the expense item as applicable; and
- receivables and payables are stated with the amount of GST included.

The net amount of GST recoverable from, or payable to, the taxation authority is included as part of receivables or payables in the statement of financial position.

Cash flows are included in the Statement of Cash Flows on a gross basis and the GST component of cash flows arising from investing and financing activities, which is recoverable from, or payable to, the taxation authority are classified as operating cash flows.

Commitments and contingencies are disclosed net of the amount of GST recoverable from, or payable to, the taxation authority.

(i) Cash and cash equivalents

Cash and short term deposits in the Statement of Financial Position comprise cash at bank and in hand and short term deposits with an original maturity of six months or less.

For the purposes of the statement of cash flows, cash and cash equivalents consist of cash and cash equivalents as defined above, net of outstanding bank overdrafts.

(j) Trade and other receivables

Trade receivables, which generally have 14 day terms, are recognised initially at fair value and subsequently measured at amortised cost using the effective interest methods, less an allowance for impairment. Given the short term nature of these assets fair value on recognition generally remains the fair value until these are extinguished.

Collectability of trade receivables is reviewed on an ongoing basis at an operating unit level. Individual debts that are known to be uncollectable are written off when identified.

(k) Revenue received in advance

As identified in Note 2(f)(iv), membership subscription revenue must be recognised in the relevant reporting year it relates to. Therefore, any subscription revenue received on or prior to 31 May 2012 which relates to the subscription period 1 June 2012 to 31 May 2013 is recognised as Revenue received in advance at 31 May 2012.

The timing of the receipt of payments for work undertaken on externally funded projects is typically set out in the project contract. Payments received, and amounts due and receivable, up to 31 May 2012 which have not been earned are recognised as revenue received in advance at 31 May 2012, and will only be recognised as revenue when the Society has met the conditions set out in the project contract.

(l) Other creditors

Other creditors are carried at amortised cost and due to their short term nature they are not discounted. They represent liabilities for goods and services provided to the Society prior to the end of the financial year that are unpaid at the end of the financial year and arise when the Society becomes obliged to make future payments in respect of the purchase of these goods and services. The amounts are unsecured and are usually paid within 30 days of recognition.

FINANCIAL REPORT

ANNUAL ACCOUNTS 2012 (CONT.)

Note 3: Revenue

Operating surplus for the year has been determined after:

	2012 \$	2011 \$
(a) Revenue from operating activities:		
Membership subscriptions	7,505,753	7,112,100
Newsletters, Branch, College and Interest Group revenue	2,069,698	1,439,115
Referrals revenue	385,793	365,087
Event registrations <i>(Conferences and workshops including the International Congress of Applied Psychology hosted by the Society in July 2010, but excluding those run by the Society's Member Groups)</i>	1,055,667	2,876,593
Advertising and commission	1,189,819	1,200,662
Assessment of qualifications	344,936	695,908
Externally funded projects revenue	5,276,396	4,308,711
Application fees	32,707	105,012
Other operating revenue	1,520,287	1,313,866
	19,381,056	19,417,054
(b) Revenue from non-operating activities:		
Interest revenue	992,630	931,554
	992,630	931,554
TOTAL REVENUE FROM CONTINUING OPERATIONS	20,373,686	20,348,608

Note 4: Other income

	2012 \$	2011 \$
Gain on sale of investment property	-	400,000

The gain on sale pertains to the sale of the Grattan Street investment property on the 26 July 2010.

Note 5: Expenses

	2012 \$	2011 \$
Surplus includes the following expenses:		
Depreciation of property, plant and equipment	548,465	436,380
Wages and salaries	7,302,028	6,545,755
Superannuation costs	737,354	649,702
Provisions: - Long service leave	28,627	83,504
- Annual leave	150,480	147,098

Note 6: Cash and cash equivalents

	2012 \$	2011 \$
Cash at bank	306,888	562,960
Term deposits	13,330,619	15,100,000
TOTAL CASH AND CASH EQUIVALENTS	13,637,507	15,662,960

Cash at bank earns interest at floating rates on daily deposit rates. Term deposits are made for 30 to 180 days and earn interest on the respective short term deposit rates.

The total shown in this note equates to the Statement of Cash Flows.

FINANCIAL REPORT

ANNUAL ACCOUNTS 2012 (CONT.)

Note 7: Reconciliation of cash flows

For purposes of the Statement of Cash Flows, cash includes cash on hand and in banks and investments in money market instruments. Cash at the end of the financial year as shown in the Statement of Cash Flows is reconciled to the related items in the Statement of Financial Position as follows:

	2012 \$	2011 \$
Reconciliation of surplus for the period to net cash flows from operating activities		
Surplus for the period	230,995	1,395,059
Plus/(minus) non-operating items:		
Proceeds from sale of investment asset – Grattan Street	-	(1,900,000)
Plus/(minus) non-cash items:		
Depreciation	548,465	436,380
Carrying amount of written off assets	2	-
Carrying amount of sold investment asset – Grattan Street	-	1,500,000
Change in assets and liabilities:		
(Increase)/decrease in trade and other receivables	(1,047,410)	79,622
(Increase)/decrease in prepayments	51,314	(327,268)
(Decrease) in trade and other payables	(1,448,736)	(339,777)
Increase in provisions	51,238	194,434
NET CASH FLOW FROM OPERATING ACTIVITIES	(1,614,132)	1,038,450

Note 8: Trade and other receivables

	2012 \$	2011 \$
Advertising, products, sponsorship and commission (trade debtors)	117,095	105,588
Externally-funded projects	394,684	387,278
	511,779	492,866
The Australian Psychology Accreditation Council Limited (APAC) – refer Notes 16 and 19	372,055	239,662
Other debtors and accruals	1,610,308	714,204
	2,494,142	1,446,732

Trade debtors are non-interest bearing and have payment terms of 14 days.

Amounts shown as 'Externally funded projects' have been invoiced by the APS at year end and are based on contractual arrangements with the Australian Government or statutory authorities.

For 2012, an amount of approximately \$1.1m has been included within 'Other debtors' as a receivable related to the KidsMatter initiative. The Commonwealth of Australia has developed the KidsMatter initiative and appointed *beyondblue* to act as the contract manager during the service period from 1 January 2012 to 30 June 2014. The KidsMatter services agreement between the APS and *beyondblue* was signed on 18 July 2012 providing for *beyondblue* to fund the APS to deliver services in support of the KidsMatter initiative for the forementioned period. During the period 1 January 2012 to 31 May 2012 the APS incurred approximately \$1.1million of expenses related to KidsMatter. As the above mentioned services agreement was not signed until after 31 May 2012, no funds to cover this expenditure were received by the APS from *beyondblue* by 31 May 2012 and therefore this amount has been recognised as a receivable.

Due to the short term nature of these receivables, their carrying amounts approximate their fair value and all amounts are considered collectible.

Note 9: Prepayments

	2012 \$	2011 \$
Prepayments	554,657	605,971

FINANCIAL REPORT

ANNUAL ACCOUNTS 2012 (CONT.)

Note 10: Property, plant and equipment

	2012 \$	2011 \$
Plant and equipment		
At cost	2,167,062	2,350,428
Accumulated depreciation	(1,607,489)	(1,780,021)
	559,573	570,407
Leasehold improvements		
At cost	1,479,591	1,353,692
Accumulated depreciation	(1,294,489)	(1,042,278)
	185,102	311,414
Total property, plant and equipment		
At cost	3,646,653	3,704,120
Accumulated depreciation and amortisation	(2,901,978)	(2,822,299)
	744,675	881,821
Reconciliation		
Plant and equipment		
Carrying amount at beginning	570,407	
Additions	285,422	
Disposals	(2)	
Depreciation expense	(296,254)	
	559,573	
Leasehold improvements		
Carrying amount at beginning	311,414	
Additions	125,899	
Depreciation expense	(252,211)	
	185,102	
Total property, plant and equipment		
Carrying amount at beginning	881,821	
Additions	411,321	
Disposals	(2)	
Depreciation expense	(548,465)	
	744,675	

The Society assessed at 31 May 2012 whether there is any indication that an asset may be impaired. There is no indication that an impairment loss is present, that is where the carrying amount of an asset exceeds its recoverable amount.

Note 11: Trade and other creditors

	2012 \$	2011 \$
Revenue received in advance:		
Membership subscriptions	1,602,138	1,210,286
Event income (conferences and workshops)	572,425	704,078
Externally-funded projects	609,487	2,268,251
Other	42,256	72,895
	2,826,306	4,255,510
Other creditors and accruals	1,055,091	1,074,624
	3,881,397	5,330,134

Other creditors are non-interest bearing and are settled within thirty days. The Society pays within the allocated settlement period when prompt payment discounts are available.

Due to the short term nature of these payables, their carrying value is assumed to approximate their fair value.

The Society has issued a bank guarantee to a maximum amount of \$229,416, related to the lease of its National Office premises at 257 Collins Street, Melbourne under a lease agreement commencing 1 January 2008 with a term of five years. The lease agreement is with RAM Investments No.1 Pty Ltd.

Note 12: Provisions

	2012 \$	2011 \$
Current		
Employee benefits - Annual leave (a)	571,347	541,016
- Long service leave (a)	310,252	303,859
	881,599	844,875
Non-current		
Employee benefits - Long service leave	101,455	86,940
TOTAL PROVISIONS	983,054	931,815

(a) The provision for employee benefits classified as 'current' includes accrued annual leave and long service leave. For long service leave it covers all unconditional entitlements where employees have completed the required period of service (10 years) and also those where employees are entitled to pro-rata payments in certain circumstances, including termination of employment (completed at least seven years service).

However, based on past experience, the Society does not expect all employees to take the full amount of accrued leave or require payment within the next 12 months.

FINANCIAL REPORT

ANNUAL ACCOUNTS 2012 (CONT.)

Note 13: Lease commitments

The Society leases office premises and office equipment under non-cancellable operating leases expiring within one to four years.

	2012 \$	2011 \$
Operating leases – the Society as Lessee		
Commitments are as follows:		
Not later than one year	768,676	1,140,369
Later than one year and not later than five years	361,414	784,256
TOTAL OPERATING LEASE COMMITMENTS	1,130,090	1,924,625
Operating lease expenses recognised as an expense during the period	1,146,796	1,001,065

Note 14: Retained earnings

	2012 \$	2011 \$
Balance at the beginning of the financial year	12,335,535	10,940,476
Surplus for the year	230,995	1,395,059
BALANCE AT THE END OF THE FINANCIAL YEAR	12,566,530	12,335,535

The Society is a company limited by guarantee and accordingly each Member of the Society undertakes to contribute to the assets of the Society in the event of the same being wound up during the time that he or she is a Member, or within one year after he or she ceases to be a Member, for payment of debts and liabilities that the Society contracted before he or she ceases to be a Member, and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributories amongst themselves such amount as may be required, not exceeding twenty dollars.

Note 15: Key management personnel disclosures*

	2012 \$	2011 \$
(a) Key management personnel compensation		
Key management personnel compensation	850,504	799,095
(b) Transactions with key management personnel		
The following amounts were recognised during the reporting period from other transactions with key management personnel:		
Expenses		
Provision of professional development services to the Society	14,358	7,100

* Key management personnel includes Directors and Senior Executives

Note 16: Related party transactions

The following transactions occurred with related party – APAC (note 19):

	2012 \$	2011 \$
Amounts billed to APAC and recognised in the Society's Statement of Comprehensive Income for costs incurred by the Society in assessing psychology training programs offered by higher education providers on behalf of APAC.	201,947	217,875

In addition to the \$201,947 for staff costs in the 2012 financial year, the Society also paid various costs on behalf of APAC amounting to \$136,285 and sought reimbursement of those costs from APAC. At 31 May 2012 the total amount of \$338,232 GST exclusive (\$372,055 GST inclusive) related to the 12 months to 31 December 2011 has been billed to and is receivable from APAC.

The Society has also recognised a receivable amounting to \$82,124 related to costs incurred on behalf of APAC for the period 1 January 2012 to 31 May 2012. This will be invoiced to APAC post 31 May 2012.

Note 17: Contingent assets and liabilities

There are no contingent assets or contingent liabilities of a material nature as at the end of the reporting period.

FINANCIAL REPORT

ANNUAL ACCOUNTS 2012 (CONT.)

Note 18: Financial instruments and interest rate risk

Interest rate risk

Interest rate risk is the risk that the fair value or future cashflows of a financial instrument, will fluctuate due to changes in interest rates. The Society's exposure to interest rate risk arises due to its deposits with financial institutions.

The financial assets and financial liabilities of the Society that are not included in the tables below are non-interest bearing and are therefore not subject to interest rate risk. This includes Trade and other receivables and Trade and other creditors.

The objective of managing interest rate risk is to minimise the Society's exposure to fluctuations in interest rates that might impact its interest revenue and cash flow. To manage interest rate risk, the Society invests the majority of its cash in short-term deposits for varying periods of between 30 days and 180 days, depending on the short and long-term cash requirements of the Society which is determined based on the Society's cash flow forecast. This consideration also takes into account the costs associated with breaking a term deposit should early access to cash and cash equivalents be required. Cash is not locked into long-term deposits at fixed rates so as to mitigate the risk of earning interest below the current floating rate.

The Society does not have any borrowings.

The following table sets out the carrying amount and effective interest rate, by contractual maturity, of the financial instruments that are exposed to interest rate risk:

Year ended 31 May 2012	< 1 year \$	Totals \$	Weighted average effective interest rate for the year %
Financial assets			
Short term deposits			
Fixed rate	12,900,000	12,900,000	5.90%
Cash at bank			
Floating rate	737,507	737,507	4.20%

Year ended 31 May 2011	< 1 year \$	Totals \$	Weighted average effective interest rate for the year %
Financial assets			
Short term deposits			
Fixed rate	15,100,000	15,100,000	5.98%
Cash at bank			
Floating rate	562,960	562,960	4.24%

Interest on financial instruments classified as floating rate is repriced at intervals of less than one year.

Interest on financial instruments classified as fixed rate is fixed until maturity of the instrument.

Note 19: Interest in controlled entity

The Australian Psychology Accreditation Council Limited (APAC), a public company limited by guarantee, was incorporated on 24 November 2005 with two members, The Australian Psychological Society Limited (APS) and The Council of Psychologists Registration Boards [Australia] Inc (CPRB). APAC's mission is to establish standards of education for the training and registration of psychologists throughout Australia, and to assess whether Schools of Psychology of Australian universities and non-university providers meet these standards. Effective 1 July 2010 national registration for the health professions including psychologists was introduced triggering the wind-up of one of the members of APAC, the CPRB. As a result, APAC changed its constitution and now the APS is its sole member.

Up until 31 December 2011 APAC's day to day operations were managed by the APS in accordance with APAC's business plan and budget as approved by APAC's Board of Directors. Most of APAC's operational costs were incurred by the APS and then reimbursed by APAC. From the beginning of 2012 APAC has employed its own staff, including a CEO, a Manager and two Administrative Officers and conducted its operations almost entirely independently from the APS. The APS has continued to provide a limited range of support services to APAC including office space, IT systems, as well as professional advice related to accounting, human resource, information technology and legal matters. APAC pays the APS for the cost of these services provided.

As at 31 May 2012 the assets and liabilities and profit or loss of APAC are not material to the financial statements of the APS and have not been included within these financial statements.

Note 20: Auditors' remuneration

	2012 \$	2011 \$
During the year the following fees were paid or payable for services provided by the auditors of the Society:		
(a) PricewaterhouseCoopers Australia		
- an audit or review of the financial statements of the entity	19,500	17,555
- an audit or review of various externally-funded projects (as required by project contracts)	15,500	10,100
- an audit or review of a special-purpose financial statement related to course accreditation	2,000	-
Total remuneration of PricewaterhouseCoopers Australia	37,000	27,655
(b) Non-PricewaterhouseCoopers		
- an audit or review of the financial statements of the entity	-	-
- an audit or review of various externally-funded projects	-	-
- an audit or review of a special-purpose financial statements related to course accreditation	-	2,000
Total remuneration of non-PricewaterhouseCoopers audit firms	-	2,000
TOTAL AUDITORS' REMUNERATION	37,000	29,655

FINANCIAL REPORT

DIRECTORS' DECLARATION 2012

In the Directors' opinion:

- (a) the financial statements and notes set out on pages 50 to 65 are in accordance with the *Corporations Act 2001*, including:
 - (i) complying with Accounting Standards, the *Corporations Regulations 2001* and other mandatory professional reporting requirements, and
 - (ii) giving a true and fair view of the entity's financial position as at 31 May 2012 and of its performance for the financial year ended on that date, and
- (b) there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Directors.



Simon Crowe
President



Sue Carter
Director

Melbourne 16 August 2012

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FINANCIAL REPORT

INDEPENDENT AUDITOR'S REPORT



Independent auditor's report to the members of The Australian Psychological Society Limited

Report on the financial report

We have audited the accompanying financial report of The Australian Psychological Society Limited (the company), which comprises the statement of financial position as at 31 May 2012, and the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year ended on that date, a summary of significant accounting policies, other explanatory notes and the directors' declaration.

Directors' responsibility for the financial report

The directors of the company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and the *Corporations Act 2001*, and for such internal control as the directors determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report 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 entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report.

Our procedures include reading the other information in the Annual Report to determine whether it contains any material inconsistencies with the financial report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Independence

In conducting our audit, we have complied with the independence requirements of the *Corporations Act 2001*.

PricewaterhouseCoopers, ABN 52 780 433 757
Freshwater Place, 2 Southbank Boulevard, SOUTHBANK VIC 3006, GPO Box 1331, MELBOURNE VIC 3001
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Auditor's opinion

In our opinion the financial report of The Australian Psychological Society Limited is in accordance with the *Corporations Act 2001*, including:

- (a) giving a true and fair view of the company's financial position as at 31 May 2012 and of its performance for the year ended on that date; and
- (b) complying with Australian Accounting Standards – Reduced Disclosure Requirements and the *Corporations Regulations 2001*.

A handwritten signature in black ink, appearing to read 'PricewaterhouseCoopers', written in a cursive style.

PricewaterhouseCoopers

A handwritten signature in black ink, appearing to read 'Trevor Johnston', written in a cursive style.

Trevor Johnston
Partner

Melbourne
16 August 2012

