

# ANNUAL REPORT

Psychotherapy and Counselling Federation of Australia



2019



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# Message from the President



PACFA President  
Dr Di Stow

It has been very satisfying to see PACFA continue to grow over the last year, and make progress with our important mission - to advance the health and wellbeing of diverse Australian communities, through development of the practice of psychotherapy and counselling and the capacity and success of our members. We've celebrated some significant achievements between 1/7/2018 and 30/6/2019.

We are making progress with our goal of Medicare numbers for counsellors and psychotherapists and we are hopeful our strategy will be successful for both our members and the people of Australia. We received confirmation of recognition to be providers for the NDIS, and we also continue to advocate for recognition by even more private health funds.

PACFA has an important role regulating the profession through our National Register of qualified practitioners and by hearing ethical complaints when required. We set standards for training and practice and to this end, the Psychotherapy Working Party is developing new standards for the training and formation of psychotherapists which will add to the breadth and quality of PACFA's standards.

As a health promotion charity, research is central to our work, helping to build the evidence for the effectiveness of counselling and psychotherapy. Our principal research activity is the Psychotherapy and Counselling Journal of Australia (PACJA) and we are also developing a new journal, *Psychotherapy and Counselling Today*, to be launched later in 2019.

In April we launched PACFA's new Strategic Plan, 2019-2022. This sets out PACFA's goals, aims and objectives in a client-focused way, reminding us that everything we do is ultimately aimed at better meeting the needs of the clients we serve.

We are now engaging with colleagues overseas, building links with the BACP and the UKCP in the United Kingdom, and through our membership of the International Association for Counselling (IAC). I was honoured to be elected to the IAC Board this year to further our collaboration.

PACFA provides a great resource to members through our Continuing Professional Development program. PACFA put on 47 CPD and networking events in the 2018-2019 year, many of which were organised by our Branches and Colleges.

Thank you to all of the members who have volunteered their time in the last year to help advance PACFA's mission. We currently have 113 volunteers on various Committees, Leadership Groups, Panels and Working Parties. PACFA could not achieve what we do without the many volunteer hours contributed by these members.

Thank you to all Board members who served in the past year. Current Board members are: Pat Bradley, Dr Kate Briggs, Simone Falvey-Behr, George Gintilas, Tara Green, Dr Zoe Krupka, Dr Paul McQuillan, Don Secomb and Maria Brett. Zoe Krupka was elected Vice President at the 2018 AGM, while Professional Standards Chair, Denis O'Hara and Ethics Chair, Simone Falvey-Behr, joined the Board after Constitutional changes were approved to bring all Committee Chairs on to the Board. Denis O'Hara was succeeded by the new PSC Chair, Kate Briggs.

We thank and acknowledge the outgoing Board members: Past President Charles Wilson, Vice President Rob Salmon, PSC Chair Denis O'Hara, and also the Research Chair, Dr Kim Dunphy, who recently stepped down. We are now planning for the appointment of a new Research Chair.

Thank you to all Chairs and members of the Research, Ethics, Professional Standards and Education Program Accreditation Committees. The Conference Committee made a huge contribution to our 2019 conference, and a new Committee has been formed for the 2021 conference.

Thank you to all current and past members of the College and Branch Leadership Groups, members of PACFA's Working Parties, Professional Conduct Panels who have heard ethical complaints, and Course Accreditation Panels who have accredited training programs for PACFA.

The staff team make such a valuable contribution to PACFA. I wish to thank the PACFA CEO, Maria Brett, for her work delivering PACFA's Strategic Plan, and for leading the PACFA team. I also thank Operations Manager, Kim Smythe, and the ten other members of staff who all work hard and effectively for PACFA.

I look forward to another year advancing PACFA's mission in my role as PACFA President and seeing PACFA continue to grow and flourish.

**Dr Di Stow, PACFA President**

# Annual Report of Activities

## Professional Recognition

PACFA has been very active advocating for professional recognition of counsellors and psychotherapists by government, private health funds, employers and service providers.

PACFA's Scope of Practice, which was launched in September 2018, has had a big impact on our capacity to lobby for recognition of our members. This document enables us to articulate clearly who we are and what we do.

### Medicare numbers

To advance our professional recognition strategy, PACFA has participated in the review of the Medicare Benefits Scheme (MBS). We have succeeded in raising our visibility through the PACFA President's involvement in two MBS Review Committees and through our formal submissions. We are getting good traction with the Health Minister in our advocacy for Medicare numbers for counsellors and psychotherapists. Our advocacy is being undertaken via our ARCAP partnership with ACA.

### 2019 election

PACFA produced a statement for the 2019 election and invited members to write to the leaders of the major parties and to their local candidates to ask them to implement the eight actions in the statement. The actions were aimed at improving access to counselling and psychotherapy services and addressing workforce shortages by including counsellors and psychotherapists in the workforce.



### Productivity Commission

PACFA has also been active in the Productivity Commission's inquiry into mental health. This major inquiry is an important opportunity to re-shape mental health services in Australia. PACFA made a joint submission with the ACA via ARCAP. PACFA has participated in various consultations and has advised the Commission on the contribution of counsellors and psychotherapists to mental health in the workplace.

### Redress Scheme

The CEO participated in a working group to develop a directory of complex trauma specialists for the Redress Scheme for Survivors of Institutional Child Sexual Abuse. The Trauma Support Directory was launched in 2018 and PACFA registrants are eligible to be listed in the Directory.

PACFA has advocated for our members to be able to deliver counselling services for the Redress Scheme. This advocacy work is ongoing. In NSW we have had confirmation that PACFA registrants can apply to deliver services for the Redress Scheme in NSW and for other clients of Victims Services NSW.

### Private Health rebates



PACFA has built on our relationship with Bupa and significant numbers of members have taken up the option of becoming Bupa Providers. We also continue to liaise with other health funds including Medibank Private and Police Health. Since Bupa added counselling to their Extras products in 2018 and started providing a good level of cover for counselling, we have had more interest from other health funds in discussing rebates for counselling.

### NDIS

PACFA has been involved in a long engagement process to confirm that PACFA registrants are eligible to be providers for the NDIS. This has been successful and PACFA members and registrants who meet the NDIS requirements around training are eligible to be NDIS providers.

We have developed resources for members in WA who may wish to become NDIS providers. We also plan to develop resources for members in the rest of the country where the NDIS Quality and Safeguards Commission now oversees provider registration.

### Employee Assistance Programs

PACFA has confirmed with a range of Employer Assistance Program (EAP) providers that PACFA registrants are eligible to provide EAP services. The providers are: Converge International, Lifeworks, Eudoxia, Pure Insights, Acacia Connection, Access EAP and D'Accord. PACFA is continuing to identify more EAPs where PACFA registrants can work.

### **Employment campaign**

PACFA liaises with a wide range of employers to promote the suitability of PACFA-registered practitioners for employment in counselling and psychotherapy jobs. **PACFA Jobs** provides free job advertising to employers and these employment opportunities are accessible to PACFA members via the PACFA website.

### **ARCAP**

PACFA works in collaboration with the Australian Counselling Association via the Australian Register of Counsellors and Psychotherapists (ARCAP). We are collaborating on our lobbying activities to improve professional recognition for counsellors and psychotherapists. Recent collaborative pieces of work are a joint submission to the MBS Review advocating for Medicare numbers and a joint submission to the Productivity Commission Inquiry.

### **Research**

The Research Committee has been active with a range of research activities. The Committee worked with the LGBTIQ Interest Group and the CEO to update PACFA's *Position statement on therapeutic support for LGBTIQ+ people and their families*. The Committee also held an online forum to disseminate findings from PACFA's *Literature review on confidentiality and informed consent*. This event was in collaboration with the Ethics Committee.

### **Evidence-informed Practice Statement**

A review was completed of PACFA's Evidence-based Practice Statement which has now been re-named the *Evidence-informed Practice statement*. The statement supports the professionalism of our profession by positioning PACFA and its members in the contemporary paradigm of professional practice that is underpinned by evidence.

PACFA defines Evidence-informed Practice as an approach to practising psychotherapy and counselling that is informed by current theory, empirical research evidence and expertise from clinical practice, and which reflects the impact of client characteristics including culture, life experience and preferences on treatment.

Members of the Research Committee are:

- Dr Kim Dunphy (Chair), Post-Doctoral Research Fellow, Creative Arts and Music Therapy Research Unit, University of Melbourne
- Dr Tristan Snell, Lecturer, Master of Counselling, Monash University, Melbourne
- Dr Elizabeth Day, Senior Lecturer, Master of Psychotherapy, Auckland University of Technology, New Zealand
- Gina O'Neill, Registered Psychotherapist, Supervisor, Educator, NSW
- Dr Angela Mornane, Lecturer, Master of Counselling, and Offshore Student Advisor & Lecturer, Faculty of Education, Monash University, Clayton, Victoria
- Dr Alexandra Bloch-Atefi, Lecturer, School of Public Health, Faculty of Health and Medical Sciences, University of Adelaide

### **PACJA**

Dr Rhys Price-Robertson was appointed in February 2019 as the new Editor of PACJA. This represents a major commitment from PACFA to the development of PACJA as the editorial time for the journal has been doubled with a new budget allocation from the PACFA Board.



Thank you to outgoing Editor, Dr James Vicars, for producing PACJA edition 6 in September 2018 and for contributing to edition 7 which will be published in September 2019.

A recent development is that articles are now published at the PACJA website as soon as they are ready for publication. This enables readers to access articles immediately rather than waiting for formal publication of the next edition.

The Research Committee, as Editorial Board, is working with the PACJA Editor to explore options for moving PACJA to a professional publishing company, in order to increase access to and value of the journal in Australia and internationally.



## Professional Standards

PACFA's Professional Standards Committee (PSC) is responsible for developing and maintaining PACFA's professional practice standards, policies and procedures, and for overseeing the PACFA National Register.

Professor Denis O'Hara stepped down as Chair at the end of June and Dr Kate Briggs stepped into the role. The Committee has re-formed and is operating very effectively.

The Committee members are:

- Dr Kate Briggs (Chair)
- Nathan Beel
- Pat Bradley
- Dr Ebinepre Cocodia
- Toni Neil
- Dr Jelena Zeleskov Djoric
- Professor Denis O'Hara (Outgoing Chair)

### **PACFA Training Standards 2018**

Since new training standards were adopted by PACFA in 2018, PACFA has been liaising with training providers to support them with the implementation process. A communication strategy ensures we keep training providers informed of developments.

With the key change being a requirement for all programs to be accredited by the government at level 7 to 9 of the Australian Qualifications Framework, some smaller training providers are now seeking government accreditation while others are choosing to seek accreditation by PACFA as a specialist course. This form of PACFA accreditation no longer leads to PACFA membership.



PACFA has provided support to training providers, Member Associations and prospective members around the grandfathering arrangements. Grandfathering enables graduates of PACFA-accredited programs and members of PACFA MAs a way to join PACFA, based on the old training standards, up to the final cut-off date of 31/12/2023.

### **Psychotherapy Working Party**

The Board established the Psychotherapy Working Party in 2018 to address concerns that followed the adoption of the PACFA Training Standards 2018 that psychotherapy training programs may not be able to achieve the government accreditation which is now required for graduates wishing to join PACFA.

The Working Party is developing new standards for the training and formation of psychotherapists and developing strategies to support the retention of psychotherapy training in Australia and the development of new training pathways.



*Psychotherapy Working Party meeting, June 2019. From left: Dr Kate Briggs, Dr Alison Strasser, Dr Di Stow*

The PACFA Board has approved budget to engage an expert consultant to support the work of the Working Party. Once appointed, the consultant will liaise with Psychotherapy Training Providers about possible new training pathways for psychotherapy and assist the Working Party to develop standards for the training and formation of psychotherapists.

### **Psychotherapy definition**



The College of Psychotherapy Leadership Group, which had previously developed a definition of psychotherapy for the College, undertook

a survey of the psychotherapists within PACFA to seek feedback on the definition. The Leadership Group received excellent feedback which was incorporated into the definition.

The definition was adopted by the PACFA Council as PACFA's Interim Definition of Psychotherapy. The definition may be changed further once the work of the Psychotherapy Working Party is complete.

## Ethics

PACFA's ethical standards ensure our members and registrants provide safe and ethical counselling and psychotherapy services. All members and registrants are required to work to the PACFA Code of Ethics 2017 which provides clear guidance for safe and ethical practice.



### Complaints

PACFA hears complaints on the ethical conduct of PACFA members and registrants in accordance with the Professional Conduct Procedures 2017. This is one of our key regulatory functions as a peak body for the self-regulating profession of counselling and psychotherapy.

Complaints are overseen by the Ethics Committee:

- Simone Falvey-Behr (Chair)
- Margie Abbott
- Fiona Baillie
- Ian Goldsmith
- Tara Green
- Crystal Lockard
- Kris Rao
- Maxine Rosenfield

In the 2018/19 year, PACFA heard 11 complaints (6 in NSW, 2 in Victoria and 3 in Queensland) and 1 appeal (in NSW). 3 of the complaints were resolved via Alternative Dispute Resolution (ADR) and 2 were withdrawn. The Ethics Committee has overall responsibility for the complaints process with complaints administration provided by PACFA staff.

### PCP support

PACFA has a pool of 22 trained Professional Conduct Panellists nationally. Members of the PCP deal with complex complaints and grievances. The Committee runs regular Reflective Workshops via Zoom to support PCP members to maintain their skills and knowledge of ethics.

### Ethics Helpline

PACFA's Ethics Helpline took 160 enquiries from members requiring support with ethical issues. This is a valued service for members and registrants who seek assistance from PACFA on challenging ethical questions related to their professional practice.

## Course Accreditation

PACFA accredits 42 counselling and psychotherapy training programs run by 29 training institutions. Accredited programs are endorsed by PACFA as quality programs which meet the requirements of the PACFA Training Standards.



The Education Program Accreditation Committee (EPAC) oversees the robust accreditation process to ensure adherence to PACFA's Training Standards. The Committee members are:

- Dr Paul McQuillan (Chair)
- Dr Judith Ayre
- Patricia Bradley
- Dr Angela Ebert
- Dr Margot McNeill
- Fiona O'Hara
- Dr Marie-Therese Proctor
- Jenny Regan
- Dr Meg Smith
- Charles Wilson

Since the new Training Standards were adopted in April 2018, some PACFA-accredited programs have been in transition and will apply for re-accreditation in due course under the PACFA Training Standards 2018. Other programs will no longer be accredited under PACFA's main accreditation scheme but will seek accreditation under PACFA's Specialist Training Accreditation Scheme.

### Specialist Training Accreditation Scheme

PACFA launched the new Specialist Training Accreditation Scheme in October 2018. The aim of this accreditation scheme is to accredit courses for a range of specialist modalities or fields of practice, including psychotherapy. This will promote the retention and development of high quality specialist training courses in Australia.

Two specialist courses from two institutions have been accredited by PACFA up to 30 June 2019 and several other institutions have applied for accreditation of specialist courses.

<b>Accredited training programs in counselling and psychotherapy</b>		<b>Expiry</b>
Australian College of Applied Psychology	Master of Counselling and Psychotherapy	17/12/2020
	Bachelor of Counselling	17/12/2020
	Bachelor of Counselling (Coaching)	17/12/2020
	Graduate Diploma of Counselling	17/12/2020
	Bachelor of Psychological Science and Counselling	27/11/2024
Australian Institute of Family Counselling	Institute Approved Articulation Course in Counselling and Psychotherapy (Graduate Diploma)	14/12/2020
Australia New Zealand Process Oriented Psychology	Professional Training Program in Process Oriented Counselling and Facilitation	13/3/2021
Cairnmillar Institute	Master of Counselling and Psychotherapy	23/12/2023
Charles Sturt University	Master of Pastoral Counselling (Clinical)	21/4/2023
Christian Heritage College	Master of Counselling	10/6/2024
	Bachelor of Social Science (Counselling)	10/6/2024
Edith Cowan University	Master Counselling and Psychotherapy (Joondalup)	30/6/2023
Excelsia College	Master of Counselling	11/12/2022
Gestalt Therapy Australia	Advanced Clinical Training in Relational Gestalt Psychotherapy	19/5/2019*
Gestalt Therapy Brisbane	Master of Gestalt Therapy	17/2/2021
Griffith University Gold Coast	Bachelor of Counselling	23/10/2024
Murdoch University	Master of Counselling	29/11/2020
Metavision Institute	Professional Training Holistic Counselling and Psychotherapy - Post Graduate	14/7/2021
	Professional Training Holistic Counselling and Psychotherapy - Under Graduate	14/7/2021
Monash University	Master of Counselling - On-campus and Off-campus (Clayton)	31/12/2021
	Master of Counselling (Off shore mode - Kaplan Institute Singapore and Hong Kong)	31/12/2021
	Master of Professional Counselling (Malaysia)	31/12/2023
Morling College	Master of Counselling	16/11/2022
Pathways Psychology Institute	Professional Training in Process Psychotherapy	30/12/2019
Tabor College Adelaide	Masters of Counselling Practice	1/5/2022
The International Dance Therapy Institute of Australia	Advanced Clinical Training in Dance and Movement Therapy	30/12/2019
The Relational Institute Australia	Advanced Clinical Training of Contemporary Gestalt Therapy	16/9/2021
Think: Colleges Pty. Ltd trading as Jansen Newman Institute	Master of Counselling and Applied Psychotherapy	1/12/2019
	Bachelor of Applied Social Science (Counselling)	1/12/2019
Uniting Institute of Education	Graduate Diploma of Relationship Counselling	1/1/2023
University of Divinity - Mulgrave	Master of Counselling	9/10/2022
University of Adelaide	Master of Counselling and Psychotherapy (Clinical Practice Pathway)	1/8/2026
University of Canberra	Graduate Diploma in Counselling	18/1/2021
University of Notre Dame Australia	Master of Counselling (Fremantle & Sydney)	30/6/2023
	Bachelor of Counselling (Fremantle)	30/6/2023
University of Queensland	Master of Counselling	18/3/2025
University of Southern Queensland	Bachelor of Human Services (Counselling)	22/9/2019**
	Master of Counselling	19/4/2022
University of Sunshine Coast	Master of Counselling	6/11/2024
	Bachelor of Counselling	6/11/2024
Western Sydney University	Graduate Diploma in Counselling	1/6/2026
	Master of Counselling and Psychotherapy	1/6/2026

\* Applied for specialist course accreditation \*\* Course coming to an end (teach out)

<b>Accredited specialist courses in counselling and psychotherapy</b>		<b>Expiry</b>
Australia Association of Buddhist Counsellors & Psychotherapists	Professional Training in Buddhist Psychotherapy	21/1/2024
Life Changes Therapy	Advanced Course in Meaning Centred Therapy (Logotherapy) Studies	29/4/2024



## Professional Development



Since the establishment of PACFA's Branches and Colleges, professional development and networking events are a major member benefit with a range of quality, affordable events being offered.

PACFA has been very active in this area. In 2018/19, PACFA put on 47 events across the country and online via webinar.

### Canberra and Regional Branch

- 8/9/18 When Words Fail: Addressing Trauma with Expressive Arts Therapies
- 23/3/19 Art Therapy for Mental Health and Informed Consent
- 22/6/19 Somatic Psychotherapy

### PACFA SA

- 25/8/18 Trauma Informed Care
- 17/11/18 Mind-Gut connection
- 6/12/2018 Networking
- 2/3/19 Double trouble: An Introduction to working with couples
- 22/6/19 Acceptance and Commitment Therapy

### PACFA TAS

- 10/11/19 EmQ - Methodical Empathy - a new intelligence for the 21st Century
- 7/2/19 Network and Social Evening
- 29/6/19 HOPE IN PRACTICE (HiP): Facilitating therapeutic change

### PACFA West

- 8/9/19 Intimate committed relationships as a vehicle for growth
- 12/11/18 Supporting families during transitions to aged or residential care
- 28/3/19 Working with Borderline Personality Disorders from a Gestalt perspective
- 22/6/19 The Gut-Brain Connection: New insights into depression, anxiety and other mental health challenges

### Victorian Branch

- 28/2/19 Rhythm 4 Wellness: How and why rhythm in the therapeutic space
- 29/11/18 Webinar: Therapeutic Principles for working with personality disorders
- 27/3/19 Webinar: A Crash Course in (Existential) Phenomenology
- 18/5/19 Adult Anxiety and its Impact on Therapy: How to Create Calm so Therapy can Carry On

### NSW Branch

- 9/7/18 Introduction to Voice Dialogue
- 6/9/18 Transactional Analysis as a relevant model of Psychotherapy and Counselling in 2018
- 12/11/18 Exploring the role of emotion in our therapeutic work
- 9/5/19 Practical Strategies for Your Work with Grieving Families: Using philosophy and literature

### College of Counselling

- 30/3/19 Webinar: Supervision: Making the hours count
- 29/6/19 Webinar: Working with issues of Dependency

### College of Psychotherapy – Somatic Modality

- 28/9/18 Riding the Boundaries
- 10/11/18 Webinar: A Thousand Paper Cuts: Working with the Complex Trauma of Embodied Micro-aggressions in Clinical Practice
- 18/11/18 Webinar: Vicarious Trauma: To be or not to be aware and where to from here?
- 2/3/19 The importance of being a body and aware
- 23/3/19 "Help me become a real person" (Melbourne): Working clinically with developmental annihilation of self-experience.
- 29/6/19 "Help me become a real person" (Sydney): Working clinically with developmental annihilation of self-experience.

## Australian College of Relationship Counsellors

5/6/18	Webinar series (webinar 1): Three Lenses on Couple Therapy
3/7/19	Webinar series (webinar 2): Three Lenses on Couple Therapy
7/8/18	Webinar series (webinar 3): Three Lenses on Couple Therapy
4/9/18	Webinar series (webinar 4): Three Lenses on Couple Therapy
13/2/19	Conversion Therapy and LGBTI People of Faith

## PACFA

Sept 2018	Online Mental Health course
Oct 2018	Online Mental Health course
27/10/18	NEDC workshop on eating disorders (Melbourne)
31/10/18	NEDC workshop on eating disorders (Sydney)
Nov 2018	Online Practical Ethics course
26/9/2018	Research Forum: Confidentiality and Informed Consent
Jan 2019	Online Mental Health course
April/May 2019	How to provide Counselling and Psychotherapy using Online Technologies
May 2019	Online Mental Health course
22/5/19	PACFA Code of Ethics Webinar
June 2019	Online Practical Ethics course

## Recorded webinars and presentations

Australian College of Relationship Counsellors:  
Webinar series: Three Lenses on Couple Therapy

Ethics Committee: PACFA Code of Ethics Webinar

College of Counselling: Supervision: Making the hours count

Research Committee: Research Forum: Confidentiality and Informed Consent

Australian College of Relationship Counsellors:  
Conversion Therapy and LGBTI People of Faith

Graham Gee Keynote: Working therapeutically with Aboriginal and Torres Strait Islander people in the area of healing and recovery from trauma

Miriam Taylor Keynote: The context of trauma



**Dr Graham Gee**



**Miriam Taylor**

## PACFA Conferences

The 2019 conference on **WORKING WITH TRAUMA** took place in Sydney from **22 to 24 February**. The event was sold out with more than 320 participants.

The conference looked at key aspects of trauma practice and research with an emphasis on culturally informed approaches to promoting trauma recovery in Australia today. The conference provided opportunities to engage in dialogue with trauma practitioners specialising in a variety of therapy modalities. This dialogue was facilitated in workshops, paper presentations and panels.

The Conference Committee had oversight of the event which was administered by the PD Coordinator, Claire Manderson. PACFA thanks Committee members, staff, speakers and participants for making this our most successful conference ever.

The Conference Committee members were:

- Dr Kate Briggs (Co-Convenor)
- Jenny Coburn (Co-Convenor)
- George Gintilas
- Dr Tristen Snell
- Tony Clarkson

Following on from the conference, PACFA is planning an Online Symposium which will present seven presentations from the conference in webinar format. This is aimed at improving access across the country to the excellent material from the conference.



Planning is underway for the next conference taking place in Adelaide from **30 April to 2 May 2021**.

Traditionally, PACFA conferences have taken place in Melbourne and Sydney where large numbers of our members live. However, as a national organisation, it is important that we reach out to members all over Australia, and make quality professional development available in more locations. Holding the next conference in Adelaide is an excellent way to achieve this goal.

A Conference Committee has been formed to progress planning of the 2021 conference:

- Don Secomb (Convenor) – PACFA Board
- Dr Alexandra Bloch-Atafi – Research Committee representative
- Pat Bradley – SA Branch and PACFA Board
- Tony Clarkson – Professional development expert
- Brian Gabriels – SA Branch representative

# Our membership



## Membership Profile

PACFA's strong membership growth continued in the 2018/19 financial year. Since restructuring in 2015, the growth has been in individual membership with registration via PACFA member associations now having much smaller numbers.

PACFA now has individual members across all States and Territories, who receive membership of the nearest Branch and one College with their PACFA membership. All members in qualified membership categories (Provisional and Clinical) receive registration with PACFA as a membership benefit.

Members of PACFA Member Associations have the option of PACFA registration if they meet the registration requirements.

### Individual PACFA members

Clinical members	1,059
Provisional members	1,122
Academic members	7
Student members	588
Affiliate members	123
<b>Total</b>	<b>2,899</b>

### Registered MA members

Clinical registrants (via MAs)	253
Provisional registrants (via MAs)	113
<b>Total</b>	<b>366</b>

**Total members and registrants 3,265**

### Organisational members

Member Associations	9
Affiliated Organisations	5
<b>Total</b>	<b>14</b>

## Branches and Colleges

PACFA has established 6 Branches and 6 College and College sub-divisions. They are mostly operating effectively to put on professional development and networking events for their members. Some also contribute to the development of professional standards and resources for members. In Queensland, where PACFA does not operate a Branch, we work with the Queensland Counsellors Association to support our Queensland members.

### Branch members

Canberra and Region	90
New South Wales	1,420
South Australia	203
Tasmania	59
Victoria	594
Western Australia	220
<b>Total</b>	<b>2,586</b>

### Members in other States

Queensland	285
Northern Territory	18
<b>Total</b>	<b>303</b>

### College members

College of Counselling	1,688
College of Psychotherapy	
Somatic Psychotherapy	140
Gestalt Therapy	214
Other psychotherapy modality	516
Australian College of Relationship Counsellors	265
Australian College of Counselling and Psychotherapy Educators	182
<b>Total</b>	<b>3,005</b>

## Member Associations

As at the end of June 2018, PACFA had 9 Member Associations. PACFA Member Associations add to the diversity of the wider PACFA community. MA Delegates to the PACFA Council provide a voice within PACFA for their members.

Queensland Counsellors Association is in discussions with PACFA regarding transfer of their members to PACFA and establishing a new Queensland Branch. The Australian Centre for Psychotherapy and the Australian Association of Family Therapists left PACFA so they are not included in the MA numbers.

### Member Associations

- Queensland Counsellors Association (QCA)
- Australian Association of Buddhist Counsellors and Psychotherapists (AABCAP)
- Australian Transactional Analysis Association (ATAA)
- Association of Soul Centred Psychotherapists (ASCP)
- Association of Transpersonal and Experiential Psychotherapists (ATEP)
- Australian and Aotearoa New Zealand Psychodrama Association (AANZPA)
- Australian Radix Body Centered Psychotherapy Association (ARBPA)
- Christian Counsellors Association of Australia (CCAA)
- Dance Therapy Association of Australasia (DTAA)

## Affiliated Organisations

Affiliated Organisations are non-voting organisational members PACFA. They are affiliated with PACFA in order to access membership benefits and to support PACFA as peak body for counselling and psychotherapy in Australia. As at 30 June 2019, PACFA had five Affiliated Organisations:

- Music and Imagery Association of Australia
- Association of Solution Oriented Counsellors and Hypnotherapists of Australia
- The Art Cabriolet Inc.
- Drug Arm Australasia
- Australian Community Counselling Association

## Interest Groups

Interest Groups are informal groups of members who come together for networking, learning and support. There are two Interest Groups in PACFA which have been inactive in the past year:

- LGBTIQ Interest Group
- Hypnotherapy Interest Group

It is hoped that over time PACFA Interest Groups will become more effective and will grow in number to support members to explore areas of shared professional interest.

## Communications

PACFA's new publication, *Psychotherapy & Counselling Today*, is expected to be launched in November 2019. The publication will be free for members as a membership benefit. Dr Stephen Andrew is the Guest Editor for the first edition and we have a rich array of articles the Editor has planned.



The publication will be a non peer-reviewed professional journal, in magazine format, that will provide stimulating and informative reading on psychotherapy and counselling in Australia. The journal will be of value to members to support their professional learning.

eNews was re-launched in March in a simpler, electronic bulletin format which is published 11 times a year. The new format makes the PACFA eNews more accessible for members. It also includes advertised Continuing Professional Development events. This is a great resource for members and for the wider therapy community.



## Membership Benefits

Individual category	Benefits
Clinical Provisional Academic	<ul style="list-style-type: none"> <li>• Voting rights on PACFA Member Congress (members who meet the PACFA Training Standards or equivalent)</li> <li>• Access to <a href="#">PACFA Master Insurance Policy</a></li> <li>• PACFA Registration (for practitioners)</li> <li>• Access to PACFA Brochures (for practitioners)</li> </ul>
Student	<ul style="list-style-type: none"> <li>• Free Access to <a href="#">PACFA Master Insurance Policy</a></li> </ul>
Clinical Provisional Academic Student Affiliate	<ul style="list-style-type: none"> <li>• Membership of the nearest PACFA Branch</li> <li>• Membership of one PACFA College</li> <li>• Membership of PACFA Interest Groups</li> <li>• Member rates on Continuing Professional Development</li> <li>• Printed PACFA journal (Nov. 2019)</li> <li>• Access to <b>PACFA Jobs</b></li> <li>• Access to the PACFA Ethics Support Line</li> </ul>

Organisational Category	Benefits
Member Associations	<ul style="list-style-type: none"> <li>• Representation on the PACFA Council</li> <li>• Access to the PACFA Ethics Support Line</li> <li>• Printed PACFA journal (Nov. 2019)</li> </ul>
Member Association members	<ul style="list-style-type: none"> <li>• Voting rights on the PACFA Member Congress (for members who meet the PACFA Training Standards or equivalent)</li> <li>• Eligibility for PACFA registration (for suitably qualified members)</li> <li>• Eligibility to join PACFA Colleges (for registrants)</li> <li>• Member prices on PACFA CPD</li> <li>• Access to <b>PACFA Jobs</b> (for registrants)</li> <li>• Access to PACFA Brochures (for registrants)</li> <li>• Access to insurance with Insurance House</li> </ul>
Affiliated Organisation	<ul style="list-style-type: none"> <li>• Observer status at PACFA Council meetings</li> <li>• Member prices on CPD for employees and volunteers</li> <li>• Printed PACFA journal (Nov. 2019)</li> <li>• Access to the PACFA Ethics Support Line</li> <li>• Supporting PACFA as peak body for the profession</li> </ul>

## Awards

PACFA awarded student prizes for one Outstanding Student Paper and six Outstanding Graduates.



### Outstanding Student Paper winner

Outstanding Student Papers are nominated by PACFA-accredited training providers and the winner is selected by the PACFA Research Committee.

Congratulations to the winner of the Outstanding Student Paper prize (Postgraduate) for 2018:

- Oliver Brooke  
Murdoch University

Oliver Brooke was selected as the winner of the Postgraduate Award for his minor thesis on "Porn is acting; it's not real sex. Psychotherapists' perspectives of problematic internet pornography use: An interpretative phenomenological analysis".

### Outstanding Graduate prize winners

The Outstanding Graduate prize is awarded to the most outstanding graduates in counselling or psychotherapy. The winners are selected by the training providers of PACFA-accredited programs.

Congratulations to the following graduates who were selected to receive PACFA's Outstanding Graduate prizes for 2018.

- Gillian Dixon  
Edith Cowan University
- Mirella Gleeson  
Metavision Institute
- Jane Marsden  
University of Queensland
- Rachel Palmer  
Christian Heritage College
- Nadia Rasheed  
University of Notre Dame
- Sascha Rixon  
Monash University

## Membership Development

PACFA conducted a Member Survey with 394 respondents, or 14.17% of members, participating. The benefits that are most valued by members are:

- 67.26% of respondents completely value PACFA registration
- 73.86% completely value Advocacy for professional recognition
- 56.35% completely value member rates on PACFA CPD events
- 73.86% completely value PACFA's Professional Standards

We were interested to discover that members are not always aware of all of the benefits of membership. PACFA will need to publicise the benefits proactively:

- 69.54% of respondents didn't know that that PACFA provides a free Ethics Helpline
- 40.10% of respondents didn't know that that PACFA has a free online research journal, Psychotherapy and Counselling Journal of Australia (PACJA)
- 27.16% of respondents didn't know PACFA advocates for professional recognition

The survey produced some useful results with a range of suggestions for new member benefits. This feedback will inform our responses to member needs, and help us plan new member benefits.

### **iMIS membership system**



For two years, PACFA has been working on a major project to develop a new member Portal and website. The system is called iMIS and it will be a powerful tool for PACFA to understand our members and their engagement with us. This will enable us to improve our CPD offerings, communications and member benefits in order to increase member satisfaction.



iMIS will be an integrated Member Portal and website so it will be a seamless process to move between the Member Portal, where you can manage your membership and Therapist Profile, and the PACFA website, where there will be member-only resources, private areas for groups of members and, further down the track, online communities. Joining and renewing at the Member Portal will be quicker and simpler, and the new website will be easier to navigate. We expect the iMIS system to be launched towards the end of 2019.



### **Membership promotion**

PACFA regularly visits accredited training providers to meet students who are prospective members of PACFA. These visits are undertaken by PACFA staff and also by representatives of PACFA Branches.

We also engage with training providers to ensure that PACFA is known and visible to training providers. This includes participating in course advisory committees and attending award ceremonies. We have visited training providers all over the country including Monash University, Jansen Newman Institute, University of Adelaide, Edith Cowan University, Metavision Institute and Cairnmillar Institute to name just a few.

The PACFA CEO presented at the Queensland Counsellors Association and the President presented to our branches in NSW, Tasmania and WA. These visits are aimed at improving the members' knowledge of PACFA's activities and achievements. PACFA also produced a video to introduce PACFA membership. The video can be accessed at the PACFA website.

### **Aboriginal and Torres Strait Islander recognition**

In October 2018, PACFA began a conversation via the PACFA Council about opportunities to improve indigenous recognition within PACFA. There was a very positive response to a presentation to the PACFA Council by Gina O'Neil proposing a range of strategies to improve indigenous recognition. This has led to discussions about the possibility of a new College for Aboriginal and Torres Strait Islander Healing Practices and a new representative position on the Board.



### About PACFA

The Psychotherapy and Counselling Federation of Australia is a national peak body for psychotherapists and counsellors and for professional associations in the psychotherapy and counselling field in Australia.

### Mission

Our mission is to advance the health and wellbeing of diverse Australian communities, through development of the practice of psychotherapy and counselling and the capacity and success of our members.

### Values

PACFA's work is underpinned by values:

- The profession: human rights, equity, justice for and empowerment of the communities we serve
- Members: client focus, self-awareness, integrity, competence, valuing and reflecting the diversity of human experience
- Governance: transparency, accountability, and representation
- Operations: effectiveness and efficiency

### Aims

We intend to address our mission in the 2019-2022 period by:

1. Enhanced quality of counselling and psychotherapy services provided by all members
2. Expanded access to psychotherapy and counselling services across Australia
3. Increased resources for PACFA's mission and judicious use of available resources

<b>Aim 1: Enhanced quality of psychotherapy and counselling services provided by all PACFA members</b>
<b>Objectives</b>
1.1 Regulating registered members' professional practice
1.2 Developing the psychotherapy and counselling workforce to meet the needs of diverse communities
1.3 Advancing evidence-informed practice

<b>Aim 2: Expanded access to psychotherapy and counselling services across Australia</b>
<b>Objectives</b>
2.1 Increasing awareness of the quality services provided by registered members to potential clients, employers and referrers
2.2 Advocating for professional recognition of registered psychotherapists and counsellors to provide services for government, private health funds, employers and other stakeholders
2.3 Strengthening support for PACFA from the breadth of the psychotherapy and counselling profession
2.4 Enhancing members' capacity to meet the needs of diverse communities across Australia
2.5 Exploring alternatives to self-regulation for the psychotherapy and counselling profession

<b>Aim 3: Increased resources for PACFA's mission and judicious use of available resources</b>
<b>Objectives</b>
3.1 Strengthening PACFA's capacity to advance the psychotherapy and counselling profession
3.2 Ensuring the most effective and efficient operations of PACFA
3.3 Considering options for the most productive functioning of professional associations relevant to the psychotherapy and counselling profession

For a full copy of the PACFA Strategic Plan, see [www.pacfa.org.au/about/strategic-plan](http://www.pacfa.org.au/about/strategic-plan).

# Financial Report

## Audited Financial Statements

PACFA's Financial Statements for the year ended 30 June 2019 were prepared by independent Auditors, Saward Dawson Chartered Accountants. The Financial Statements have been prepared in accordance with the Australian Accounting Standards, the Associations Incorporation Act 1991 (ACT), and the Australia Charities and Non-Profits Commission Act 2012.

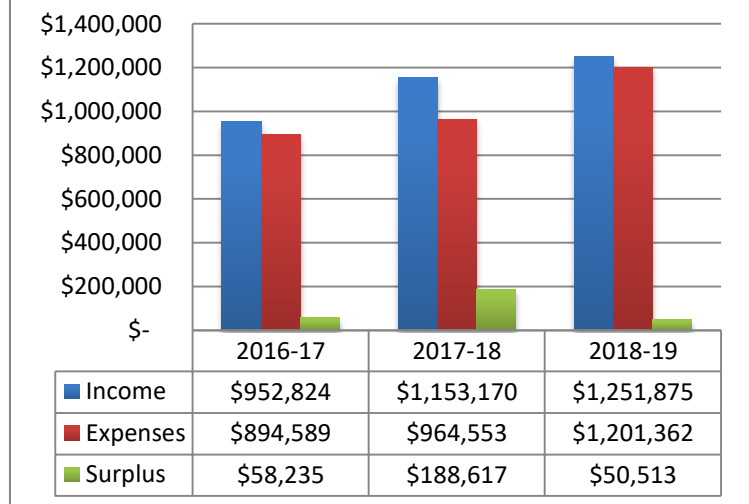
Thank you to Saward Dawson and to PACFA's Accountant, Belinda Gomez, for successful completion of the audit.

## Profit and Loss

Our financial year has ended strongly with a surplus of \$50,513. This was a very positive turnaround from our initial projected deficit of \$11,966. This is due to exceeding our income projections and making savings on projected expenditure.

Compared with the previous financial year, income was strong, increasing from \$1,153,297 to \$1,251,875 which is an increase of \$98,578 or 8.55%.

## Income /Expenses compared to prior years' figures



However, there was a more substantial increase in expenditure of \$236,682 meaning the surplus was lower compared with the surplus of \$188,617 in the previous year.

It is important to note that the previous year's surplus was principally made up of donations from former Member Associations. Seen in this light, and considering the increase in expenditure that was required in order to support PACFA's growth, the 2018/19 surplus of \$50,513 is a very positive result.

## Monthly Income & Expenses for 2018/19



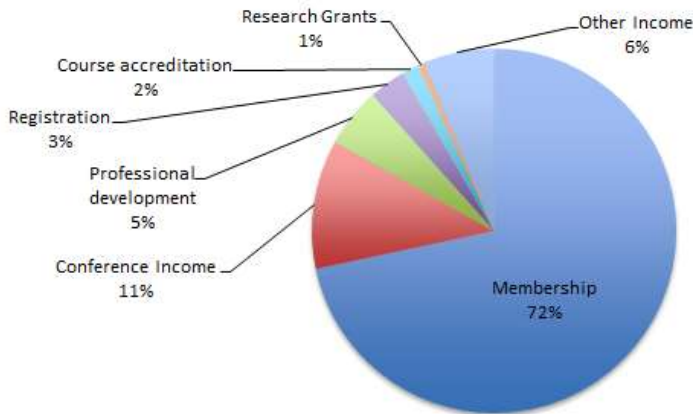


### Income and expenditure analysis

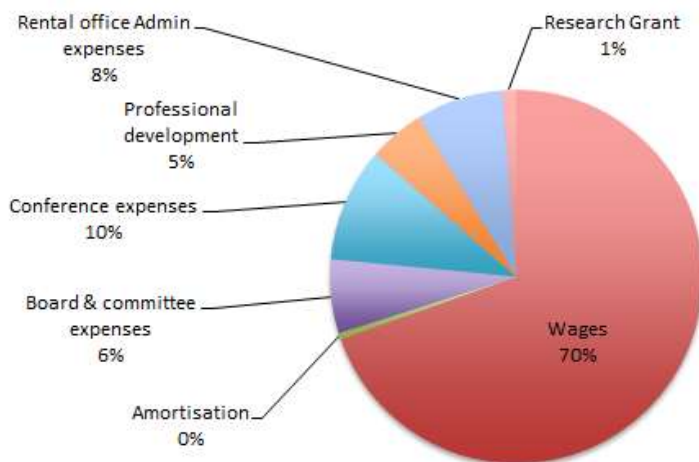
The growth in revenue was principally from membership growth. Income from some other revenue streams also grew (professional development, registration income and other income), while income from two revenue streams went down (course accreditation and donations). As 2019 was a conference year, there was also an increase in income and expenditure from the conference.

Expenditure was controlled well to maintain PACFA's healthy surplus. The largest expenditure item was staffing which has continued to increase in response to the growing need to support members. Other significant expenditure items were research and meetings of the PACFA Board and Committees. Amortisation and depreciation expenses were much lower than in the previous year due to the purchase of the PACFA Member Portal and website being fully amortised.

### Breakdown of Income 2018-19



### Breakdown of Expenses 2018-19



### Balance Sheet

The surplus of \$50,513 in 2018/19 is an important result as it enables PACFA to increase our reserves. The Board has allocated the whole of the 2019 surplus towards the accumulated reserves which will ensure PACFA is financially secure to deliver our mission.

As a result of this year's surplus, net assets after meeting all liabilities increased from \$364,204 to \$414,717 which is an increase in net assets of 13.9%. This \$414,717 now covers 34.5% of total yearly expenses (\$1,201,362) or 4 months of yearly expenses.

This amount will reduce as we begin amortisation of costs associated with the new iMIS Member Portal and website. However our reserves will still be at an acceptable level for a non-profit organisation the size of PACFA.

As at the end of the financial year, we are covering current liabilities by 1.52 times compared to 1.62 times last year. This is still a very healthy ratio. Our Current Cash Assets are 1.61% or \$15,474 above the same time last year. Total Liabilities are lower than last year. This puts PACFA in a stable financial position going forward.

The Board has established a Reserves and Investment Policy with the aim of further increasing our reserves over the next 3 years. This will ensure PACFA continues to be financially stable and secure. Strong reserves will enable PACFA to continue investing in our new iMIS membership management system to ensure PACFA is fit for purpose as a member based organisation. Strong reserves also allow PACFA to quickly take advantage of unique beneficial opportunities when they arise.

**George Gintilas**  
PACFA Treasurer



# Our Leadership

## Board of Directors

Dr Di Stow	President
Dr Zoe Krupka	Vice President
Don Secomb	Secretary
George Gintilas	Treasurer
Dr Kim Dunphy	Research Chair
Dr Paul McQuillan	Course Accreditation Chair
Simone Falvey-Behr	Ethics Chair
Dr Kate Briggs	Professional Standards Chair
Tara Green	Psychotherapy Rep.
Pat Bradley	Counselling Rep.
Maria Brett	CEO (Ex-officio)
Rob Salmon	Vice President (Outgoing)
Charles Wilson	Past President (Outgoing)
Prof Denis O'Hara	Professional Standards Chair (Outgoing)

## PACFA Committees

### Research Committee

- Dr Kim Dunphy (Chair)
- Dr Alexandra Bloch-Atefi
- Dr Elizabeth Day
- Dr Angela Mornane
- Gina O'Neill
- Dr Tristan Snell

### Professional Practice (discontinued)

- Dr Paul McQuillan (Course Accreditation)
- Prof Denis O'Hara (Professional Standards)
- Simone Falvey-Behr (Ethics)
- Rob Salmon (Professional Development)

### Ethics Committee

- Simone Falvey-Behr (Chair)
- Margie Abbott
- Fiona Baillie
- Tara Green
- Ian Goldsmith
- Crystal Lockard
- Kris Rao
- Maxine Rosenfeld

### Education Program Accreditation Committee

- Dr Paul McQuillan (Chair)
- Dr Judith Ayre
- Patricia Bradley
- Dr Angela Ebert
- Dr Margot McNeill
- Fiona O'Hara
- Dr Marie-Therese Proctor
- Jenny Regan
- Dr Meg Smith
- Charles Wilson

## Professional Standards Committee

- Dr Kate Briggs (Chair)
- Nathan Beel
- Patricia Bradley
- Dr Ebi Cocodia
- Toni Neil
- Dr Jelena Zeleskov Djoric
- Professor Denis O'Hara (Outgoing Chair)

## Conference Committee 2019 (Outgoing)

- Dr Kate Briggs (Co-Convenor)
- Jenny Coburn (Co-Convenor)
- George Gintilas
- Dr Tristen Snell
- Tony Clarkson

## Conference Committee 2021

- Don Secomb (Convenor)
- Dr Alexandra Bloch-Atefi
- Pat Bradley
- Tony Clarkson
- Brian Gabriels

## Leadership Groups

### New South Wales Branch

- Frances Kim (Convenor)
- Malibu Bert
- Barry Borham
- Marlene Formosa
- Slade Hugal
- Brian O'Neill
- Jenny Regan
- John Harradine (outgoing)
- Tricia Deardon (Outgoing)

### Canberra & Region Branch

- Elizabeth Yuile (Convenor)
- Frances Killaly
- Kirstin Robertson-Gillam
- Willi Boettcher
- David Jeffcoat (Outgoing Student Volunteer)

### PACFA SA

- Pat Bradley (Convenor)
- Patrick Moloney
- Alison Kirk
- Gia Pyrlis
- Beverley Pope

### Victorian Branch

- Tony Clarkson (Convenor)
- David Cronin
- Nigel Polak

### **PACFA Tas**

- Fiona Baillie (Convenor)
- Andrea Breen
- Kaye de Ville
- Berenice Dunstan
- Toni Lee
- Nick Hall (Outgoing)

### **PACFA West**

- Sally Pamberger (Co-convenor)
- Leah O'Brien Addison (Co-convenor)
- Scott Brandreth
- Cindy Roberts

### **College of Counselling**

- Pat Bradley (Convenor)
- Dr Cathy Bettman
- Emma Hodges
- Fiona Griffith
- Dr Rajmohan Ramanathapillai (Outgoing)
- Alison Hood (Outgoing)

### **College of Psychotherapy**

- Tara Green (Convenor)
- Robert Brodie
- Christine Butera
- Madeleine Fogarty
- Anna McKie
- Valerie Redman
- Dr Jelena Zeleskov Djoric

### **Somatic Modality - College of Psychotherapy**

- Ernst Meyer (Convenor)
- Anna McKie
- Tess Tokatlidis
- Veronik Verkest

### **Australian College of Relationship Counsellors**

- Fiona Baillie (Convenor)
- Robert Handelsmann
- Peter Kadwell
- Steve Lionello
- Trish Thompson
- Simon Weber
- Lorraine Earle (Outgoing)
- Marcia Watts (Outgoing)

### **Australian College of Counselling and Psychotherapy Educators**

- Dr Kate Briggs (Convenor)
- Dr Judith Ayre
- Jon Dachs
- Roman Ilgauskas
- Gina O'Neill
- Dr Jaklin Eliot (Outgoing)
- Fiona O'Hara (Outgoing)

### **LGBTIQ Interest Group**

- Don Secomb (Convenor)
- Marie August (Outgoing Convenor)
- Kieran O'Loughlin (Outgoing)
- Trish Thompson (Outgoing)

## **Working Parties**

### **Psychotherapy Working Party**

- Dr Alison Strasser (Chair)
- Maria Brett
- Dr Kate Briggs
- Tara Green
- Christina Nielsen
- Valerie Redman
- Dr Di Stow
- Dr Jelena Zeleskov Djoric
- Professor Denis O'Hara (Outgoing)
- Adrian Van den Bock (Outgoing)

### **Specialist Training Accreditation Working Party (Discontinued)**

- Charles Wilson (Chair)
- Professor Denis O'Hara
- Tara Green
- Dr Ione Lewis
- Toni O'Neill
- Christina Nielsen
- Ashleigh Power
- Dr Alison Strasser

## **Professional Panels**

### **Professional Conduct Panel**

- Dr Cathy Bettman
- Susan de Campo
- Zoe Krupka
- Julia Lipski
- Jenny Little
- Stacey Lloyd
- Tara MacGregor
- Robyn Miller
- Colleen Morris
- Cynthia Nadai
- Ruth Newton
- Julie Nixon
- Gabby Skelsey
- Pam Stavropoulos
- Geoff Sunstrom
- Leigh Tonks
- Patricia Walsh
- Brian Whiter
- Simon Weber
- Kelly-Jayne Pritchard
- Grace Versace
- June Crowley

## Course Accreditation Panel

- Jenny Regan
- Dr Ebi Cocodia
- Dr Paul McQuillan
- Charles Wilson
- Dr Angela Ebert
- Dr Judith Ayre
- Dr Meg Smith
- Dr Judith De Lang
- Fiona O'Hara
- Geoff Sundstrom

## Publications

### Psychotherapy and Counselling Today

- Dr Stephen Andrew, Guest Editor

## Staff

### Current staff

- Maria Brett Chief Executive Officer
- Kim Smythe Operations Manager
- Belinda Gomez Accountant
- Fleur Smith Advocacy and Communications Coordinator
- Julia Bilecki Information Services Coordinator
- Nilu De Alwis Membership Team Leader
- Luise Tartaglia Membership Officer
- Nicole Coombes Membership Officer
- Kristy Griffiths Ethics and Course Accreditation Officer
- Tish McLean-Neill Professional Development Officer
- Selena Baziotopoulos Administration and Finance Officer

### Former staff

- Alex Lakani Policy and Advocacy Coordinator
- Claire Manderson Professional Development Coordinator

## Consultants

- Dr Brenda Bentley Course Accreditation Adviser
- Dr Rhys Price-Robertson PACJA Editor
- Dr James Vicars Outgoing PACJA Editor