



Malta Psychology Profession Board
Ministry for Social Policy and the Family
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Continuous Professional Development (CPD)

Preamble:

Article 6 (7) of the Act regulating the psychology profession stipulates:

A warrant issued under this Act shall continue to have effect provided that the warrant holder shall prove to the satisfaction of the Board that he has carried out such programme or programmes of continuing professional development as may be prescribed.

Provided that when a warrant holder fails to prove to the satisfaction of the Board that he has carried out such programme or programmes of continuing professional development, the warrant of the warrant holder shall be considered suspended until such time as he proves to the satisfaction of the Board that he meets the requirements as may be prescribed.

Hence:

- a. All psychologists need to provide evidence of Continuous Professional Development according to the criteria stipulated below.
- b. Where psychologists are engaged in helping/therapeutic relationships they need to provide evidence of **supervision** according to the criteria stipulated below.
- c. All psychologists are bound to consult the Board when in doubt of the validity of CPD activities.

1. What is Continuous Professional Development (CPD)?

CPD is defined as a process or activity that enhances the professional's knowledge base and personal skills in order to be able to carry out one's duties with continued competence. This can be achieved by developing skills, knowledge and experience which were either not developed during the formal training or which need to be continually updated to reflect ongoing development in the profession of psychology and are not part of the routine work.

1.2 Why do we need CPD?

CPD provides benefits at several levels. All warranted psychologists have to update and develop their knowledge and skills on an ongoing basis, to enhance the profession and to reassure the public of quality service. This benefits the clients, individual psychologists, employers and society at large. The following are some specific benefits achieved by CPD:

- Ensuring that all psychologists are offering a service that adequately reflects ongoing developments in the profession
- Ensuring that professionals are capable, competent and well trained
- Enhancing an individual's development targets in relation to the goals of the organisation
- Improving recruitment and retention of highly skilled staff
- Offering an opportunity for peer review and reflection
- Improving long-term career prospects and enhancing professional standing

1.3 Do CPD requirements apply to you?

Mandatory CPD applies to ***all*** warranted psychologists who are in possession of a warrant issued by the Malta Psychology Profession Board.

1.4 What is the purpose of mandatory CPD?

As well as being vital to personal development, CPD is important in demonstrating the profession's commitment to public accountability. It is taken as an indicator of maintenance of professional competence, hence the requirement for individuals to maintain and submit formal records.

1.5 What are the CPD requirements?

- CPD shall consist of fifty hours of CPD activity spread over a two-year period for those in fulltime professional practice or its equivalent in part time practice.
- In the case of psychologists working directly with clients, a minimum of *twenty-five* out of the fifty must be supervision hours.
- Psychologists are to maintain a continuous, up to date and accurate record of CPD activities and upon request, present the CPD Activity Log.

CPD activities should address ***any*** of the following core areas of professional practice:

- **Ethics:** Develop, implement and maintain personal and professional standards and ethical practice

- **Practice:** Including multidisciplinary work: Apply psychological and related methods, concepts, models, theories and knowledge derived from reproducible research findings
- **Research and Evaluation:** Research and develop new and existing psychological methods, concepts, models, theories and instruments in psychology
- **Communication:** Communicate psychological knowledge, principles, methods, needs and policy requirements
- **Training and Development:** Develop and train the application of psychological skills, knowledge, practices and procedures and personal growth seminars
- **Management:** Manage the provision of psychological systems, services and resources

When in doubt about the validity or equivalence of any CPD activity the Board may be consulted

1.6 Activities that qualify as CPD:

The activities that qualify as CPD are:-

- Post qualification courses related to the profession delivered by qualified persons
- Attendance at conferences related to the profession organised by recognised bodies
- Public lectures related to the profession - a certificate of attendance should be provided where possible
- On-line professional activities related to the profession offered by recognised bodies
- Writing, publishing or delivering of research papers related to the profession
- Seminars, workshops, video conferencing which are related to the profession, offered by recognised bodies
- Research including published papers in journals or presentations at professional conferences
- Articles in any magazine or newspaper that are of educational value
- Other learning experiences that the board may recognise as CPD such as the development of specific new skills through work
- Readings relevant to area of expertise. This would not exceed ten percent of the CPD hours required for the renewal of the warrant
- Authorship, Co-authorship and/or editing of publications on research and/or professional issues
- Presentations/courses/workshops/seminars to professional audiences related to the profession
- Relevant CPD activities organised by other professions. This should not exceed 30 percent of the CPD hours required for the renewal of the warrant

1.7 General Guidelines:

When participating in a CPD activity all psychologists are to follow these guidelines:

The appropriateness of the activity for CPD need not be questioned if:

- It is carried out by an academically qualified person in the field and/or by a reputable organization,
- It generally contributes to professional development.

However, all psychologists may need to present to MPPB:

- a) A certificate of attendance indicating the number of CPD hours,
- b) When a certificate of attendance is not available, an alternative official attestation of attendance indicating the number of CPD hours is required.

1.7.1 Recording CPD activities:

CPD activities are to be recorded accurately and continuously using the CPD Activity Log.

1.7.2 Supervision:¹

Supervision with a qualified supervisor constitutes a valuable component of the psychology profession that contributes to ethical and effective practice throughout the psychologist's career.

The Board recognises psychologists with the following qualifications as supervisors²:

- a) In possession of board-recognised training in supervision, plus a minimum of two years working as psychologist in the area of specialisation since obtaining the warrant to practice as a psychologist **or** a minimum of six years experience working as a psychologist in the area of specialisation since obtaining the warrant to practice as a psychologist.
- b) Practicing psychologists holding senior positions in organizations are eligible to carry out supervision sessions in the field/area they practice.

¹ This section *excludes* those warranted as non-practitioner Psychologists whose *fifty* hours of CPD activity does not necessarily include supervision

² Supervision should be sought from a warranted psychologist, preferably but not exclusively, in one's area of specialisation except for 1.7.2 (c)

All eligible psychologists should register with MPPB as supervisors. A list of supervisors is available on the MPPB website and is updated regularly.

(c) Supervision with a person who is not a warranted psychologist and not eligible in terms of (a) and (b) above, will be considered on a case-by-case basis. In such cases qualified professionals from related disciplines such as psychiatry, social work, psychotherapy and counselling will be considered. Psychologists are to consult with the MPPB and ensure endorsement by the Board.

(d) Supervision using Skype or other technologies is acceptable in circumstances where face-to-face supervision is not available or not apposite. Psychologists who are using Skype for supervision are encouraged when possible, to complement this form of supervision with face-to-face supervision.

The main aims of supervision could be summarised as allowing the psychologist to:

- Assess the extent to which they are meeting the needs of their clients,
- Reflect on their practice,
- Question their approach and practice in a supportive and challenging environment,
- their relationship with the client and the organization,
- Develop new approaches and learning in order to be more effective with clients,
- Provide a structure for psychologists to develop their practice and report on their progress, and,
- Ensure high standards of ethics.

Psychologists working within an agency who are provided with in-house supervision should also be given the opportunity for external supervision.

1.7.2.1 Psychology Practitioners under supervision (two years pre-warrant):

- Individuals who have completed their Masters and are working towards warranting are required to engage in 1-hour individual supervision per 15 contact hours, with a supervisor, *preferably* in the same area of specialisation³. Overall, a psychologist under supervision needs ninety hours of supervision over a period of two years to be eligible for a warrant.
- At the end of the 2-year period, the main supervisor⁴ will provide the Board with a letter of recommendation on the candidate's suitability for warranting.

³ 50% of the hours need to be carried out by a supervisor in the same area of specialization.

⁴ The main supervisor is the person who provided the candidate with the most supervision hours.

1.8 Psychologists resuming practice after a period of inactivity:

Psychologists on a career break of less than 3 years shall have to complete twenty hours of CPD prior to reactivation of their warrant.

If the period of inactive status exceeds three years, the MPPB will advise on the requirements prior to reactivation.

1.9 Monitoring of CPD activities:

MPPB will audit 5 % of warrant holders every year. The MPPB provides a CPD Activity Log which the warrant holder must submit together with required documents.

Submissions and any queries should be made to the Secretary, Malta Psychology Profession Board, Ministry for Social Policy and the Family, Palazzo Ferreria, 310, Republic Street Valletta or by email to , mppb.family@gov.mt.
