



# A NEW AGREEMENT

- \$2,500 CPD per annum • 2% this October; 1.5% next October
- Term till February 2019

Psychologists have overwhelmingly voted to ratify the employer's latest offer to settle the MECA. The new agreement contains a number of important gains:

- Allocated funding for CPD \$2500 per annum able to be accumulated over a 2 year period. Mandatory training requirements are not included in this allocation. Any scheduled CPD provisions that are superior will be retained.

- Salary increase of +2% effective 3 October 2016 and +1.5% effective 2 October 2017. Term 1 June 2016 to 28 February 2019.

- Strengthening of wording in clause 9.3 to reflect that the process for merit progression contained in the APEX psychologist MECA is the only process to be followed.

- With regards to telephone calls taken whilst on-call that

are related to patient management but do not require you to return to the workplace a 3 month trial to gather data around frequency, length of calls, and cost, will be conducted immediately after ratification. At the end of 3 months APEX and the employers will discuss future payment options.

It was further acknowledged by the employers that psychologists are entitled to overtime and this will be reinforced to DHB's.

Additional wording to reflect that psychologists with dual relationships, social relationships and supervisory relationships may require external supervision.

It was also agreed in bargaining to the following:

The addition of wording to reflect that reimbursement of the Annual Practising

Certificate and professional association fee will be pro-rated for psychologists in secondary employment or in private practice.

Paid parental leave – wording to reflect the employee who is paid parental leave by the employer will be the employer who receives the parental leave payment from public money under the act.

Thanks are due to your bargaining team for all of their hard work to achieve this settlement.

**APEX will be monitoring employer compliance with the MECA and enforcing your rights to CPD, merit progression and payment for overtime.**

**If you are affected by any issues of contract compliance, please contact your delegate or the APEX office immediately.**

# AN **INTERVIEW** WITH YOUR DELEGATES

During the recent APEX delegates' conference held at the beginning of August at Auckland Airport's Novotel – we caught up with three of our APEX delegates for an interview. Aaron, the Auckland DHB delegate; Ros from Whanganui and Erwin from Hawke's Bay.

**Where do you work and what type of psychological work do you do?**

A - Auckland DHB. I work in an assertive outreach team, which is effectively for people with mental health conditions who don't want to receive help or who are hard to find or engage.

R - Whanganui. I am a rural clinician working with adults.

E - Hawke's Bay. I work in the inpatient unit and cover a wide range of diagnostic work and treatment. I am also involved with monitoring ECT and post-discharge follow up and am involved with our DBT treatment programme.

**What have you enjoyed so far about delegates' training?**

A - It is an opportunity to hear influential leaders in the health sector give an account of how they see the current status of the healthcare system, and thoughts about how it is going to progress and what the future might look like.

R - The invited speakers and the opportunity to meet with a broad group of colleagues from across the country and across disciplines. The Director-General's presentation on the disruption caused by technology was interesting.

E - Personally I find it stimulating to meet with people in our and other allied health fields. There is so much we have in common and I think we learn quite a bit from one another regarding problem solving and alternative ways of dealing with certain issues that one might not be familiar with.

**What are the biggest issues facing psychologists?**

A - One of the biggest opportunities facing us at the moment is the growing acceptance of thinking and talking about mental health factors involving psychologists in physical healthcare and increasing demand of people seeking help from mental health professionals. For example the John Kirwan campaign got the everyday man in the street talking about depression and there is potentially huge demand for our services in the future.

R - Yes, issues and opportunities from this as there is increased demand for mental health input across different areas within DHBs.

E - I think the various areas of specialisation are spread quite widely which at times requires one to be quite multi-skilled, even within quite a range of specialities. Despite our stepped care model we generally find we are lacking psychologists from a service provision point of view.

**What would you like to see APEX focus on?**

A - Having links with other key stakeholders like our professional societies, people who control and make decisions about workforce, the Ministry of Health. As well as building links with psychologists outside DHB land such as Department of Corrections, and even in private practice.



Your delegates  
(L-R): Aaron,  
Erwin and Ros.

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Having a voice and being able to articulate within the profession what is happening for DHB psychologists.

R - Continuing to meet with delegates and support information sharing both from and to delegates and members drawing on the wider links APEX has.

E - I think one of the challenges that we have is we are being undervalued in terms of our contribution. We know that from a multi-disciplinary point of view the psychologist is so often that professional who really sees the person through a life crisis and no one else. It is not that we want to claim fame to that, but our contribution is more than often underestimated and people in general feel unappreciated for the effort they put in. What is often also misunderstood unfortunately is that if a psychologist is required to do a comprehensive

assessment it may include extensive psychometric testing – it may result in such psychologist working all of the day with just one person – not because people are not doing their job just because that is how long it takes to interview, test, score, interpret the tests results and write the report.

**What do you enjoy doing in your spare time?**

A - I don't have any spare time. I spend a lot of time looking after children, renovating the house and dreaming about where I am going to go on holiday next.

R - I enjoy Tai chi and being part of the community where I live.

E - I enjoy tramping, travelling and seeing more of New Zealand since I was not born here. I love getting into nature.