

# INFORMATION FOR INTERN PSYCHOLOGISTS

Welcome to the psychologist workforce and what is likely to be an enjoyable but also challenging year as you navigate your internship year. As the specialist union for psychologists APEX is here to support your journey into the profession and to ensure your working conditions are protected and advanced.

## WHAT IS APEX?

APEX is a union of over 5000 health professionals including psychologists, psychotherapists, social workers, occupational therapists, laboratory workers, medical imaging technologists, and nuclear medicine professionals. Most of our members work in Te Whatu Ora, but our psychologists' division covers almost the entirety of the public sector.

As a union we are a non-profit, democratic organisation powered by our members. We have a network of over 50 psychologists who

are our trained workplace delegates, and we have a consistent record of advancing the working conditions and wellbeing of psychologists through collective bargaining, expert representation and professional voice.

We represent over 950 psychologists working in:

- Health New Zealand – Te Whatu Ora;
- Ministry of Education;
- Healthcare New Zealand (Explore & Gains);
- Oranga Tamariki – The Ministry for Children;
- Serco – Auckland South Men's Prison;
- Accident Compensation Corporation (ACC);
- Primary health.

Together our members negotiate collective agreements. When dealing with large government departments or big corporations, it is only through collective bargaining that we can negotiate on an even footing with the employer. It means that when we negotiate with the government or contractors, we are negotiating as a unified profession.

## WHAT MAKES APEX DIFFERENT?

APEX is a specialist union for health professionals and unlike other unions, we mostly negotiate collective agreements which are profession-specific. This means our contracts and bargaining is focused on the needs of psychologists, as a unique and critical workforce. This means our agreements have provisions on professional development, supervision and salary movement, which are only for APEX members.





## WHY JOIN APEX?

**Joining APEX will give you access to the collective agreement.** Our collective agreements are for psychologists and intern psychologists only, and are tailored to the employment needs of the psychologist workforce. From setting salary rates for interns and psychologists, to ensuring appropriate supervision and professional development, to specifying sick leave, annual leave and fair workloads our collective agreements are the product of the negotiations of hundreds of psychologists together. Every psychologist and intern who joins APEX strengthens our collective agreement.

**APEX supports our members rights at work.** If you have any employment issues during your internship, including salary or workload issues, or related to supervision or leave – we can provide advice, support and representation to help resolve the issue. Where issues affect multiple interns, APEX

works to ensure the best outcome for our future psychologists. In 2022 we took legal action against the government over unpaid psychologist interns.

**Change the future of the psychology profession.** All of our psychologist collective agreements will be renegotiated in 2025. Although the government says they want more psychologists in the public sector, we will have to push to ensure our collective agreements have working conditions which are appropriate to recruit and retain sufficient numbers of psychologists to meet the growing demand from New Zealanders.

Being part of APEX supports our collective bargaining and strengthens the voice of intern psychologists with employers and the government. Being at the start of your career you are likely to benefit the most from any changes in the contract, and being part of the union will give you a say in the future workforce settings for psychologists.

## HOW CAN I JOIN?

If you work more than 20 hours a week it costs \$20.25 per fortnight to join APEX. You can join online at [www.apex.org.nz/join](http://www.apex.org.nz/join)

Our collective agreements and more information about APEX is available on our website: [www.apex.org.nz](http://www.apex.org.nz)