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# Message from the President



*PACFA President  
Dr Di Stow*

PACFA has been very active on behalf of our members, helping to advance the counselling and psychotherapy profession. Between 1 July 2017 and 30 June 2018, PACFA has had significant achievements including building a positive relationship with government as we advocate for recognition by achieving Medicare numbers. In particular, I was appointed by the Minister for Health earlier this year to the Eating Disorders Working Group, and the Mental Health Reference Group; for the Medicare Benefits Schedule Review Taskforce.

We have also brokered opportunities for private health rebates for counselling and psychotherapy, and helped establish the Trauma Support Directory for the Redress Scheme for survivors of childhood sexual abuse.

Our achievements have been supported in large part by the growth in PACFA since we achieved our organisational restructure. We currently have 2,768 individual members across the various membership categories and 466 Registrants belonging to Member Associations. Membership growth continues to exceed our projections. As a result of the restructure, PACFA revenue has grown by 46.55% since 2015, and staffing levels have grown by 30.77%.

In the 2017/18 financial year, PACFA provided 58 professional development and networking events for our members across the country. We have been very active developing high quality policy documents to set standards for the profession in Australia. Recent policy achievements include the new PACFA Code of Ethics and Professional Conduct Procedures, and the new PACFA Training Standards. Both documents show the strong leadership role PACFA takes setting standards for the counselling and psychotherapy profession.

As a health promotion charity, we have continued to disseminate research on counselling and psychotherapy and to advocate for better access to mental health services for the community. Our research outputs are key to advancing PACFA's mission, including our research journal, the Psychotherapy and Counselling Journal of Australia (PACJA) and our literature reviews.

PACFA has engaged with our members and stakeholders via our peak policy-making body, the PACFA Council, and with individual members

through the PACFA Member Congress. We have communicated our achievements through the PACFA website, eNews and email communications.

I would like to thank everyone who has contributed to PACFA's success in the last year. We currently have 134 volunteers across the different Committees and Leadership Groups, and these volunteers make a substantial contribution to PACFA.

Thank you to members of the PACFA Board — Pat Bradley, Kim Dunphy, George Gintilas, Tara Green, Paul McQuillan, Rob Salmon, Don Secomb, and Charles Wilson. Past President Charles Wilson is completing his term on the Board and will leave us in December after more than twelve years' service on the Board. This year's AGM includes Board elections so we will have a new Board from October.

Thank you also to PACFA's hard working Committee Chairs, and Committee members; the Education Program Accreditation Committee, the Ethics Committee, the Professional Standards Committee, and the Research Committee. We hope that Ethics Chair, Simone Falvey-Behr, and Professional Standards Chair, Denis O'Hara will join the Board if the proposed new Board structure is approved at the AGM. Thanks also to the Professional Development Committee, chaired by Rob Salmon. That Committee has now finished its particular brief.

Thank you to all outgoing Committee members and special thanks to the outgoing Research Committee Chair, Dr Ione Lewis, who made such an important contribution to PACFA, both as Research Chair and Board member, and as a former PACFA President. Thank you also to the current and past members of the College and Branch Leadership Groups.

Finally, I thank the PACFA CEO, Maria Brett, for all her work to advance PACFA's Strategic Plan and mission. She is very well supported by the Operations Manager, Kim Smythe, and ten other members of staff who work hard and effectively for PACFA. Thank you all.

I look forward to another two year term as PACFA President and to seeing PACFA continue to go from strength to strength.

**Di Stow**  
**PACFA President**

# Annual Report of Activities

## Professional Recognition

PACFA has made significant progress on professional recognition which is a key component of our Strategic Plan. We have been focused on lobbying for professional recognition, meeting with politicians and bureaucrats to help advance our mission. PACFA made a submission to the current MBS review in which we advocated for the *Better Access Initiative* to be replaced with a more cost effective and better targeted primary care mental health program that includes psychotherapists and counsellors as providers.

In addition, PACFA made a submission to the MBS review specifically on specialist services for eating disorders. PACFA recommended that counsellors and psychotherapists be included in management of patients with eating disorders at various points, and for a range of activities, via Medicare.

PACFA President, Dr Di Stow, is liaising with the Health Minister, the Hon Greg Hunt MP, to advocate for the recognition of counsellors and psychotherapists. The Minister invited Di Stow to join two MBS Review Committees, the Eating Disorders Working Group and the Mental Health Services Clinical Committee. Participation in these Committees is an opportunity to improve PACFA's positioning and visibility as the leading peak body for counselling and psychotherapy, and to advocate for professional recognition of counsellors and psychotherapists.

Di Stow has made a significant contribution to both MBS review Committees, and has received positive feedback about the potential for counsellors and psychotherapists to become Medicare Providers.

### **Scope of Practice for Registered Counsellors**

In liaising with Government, it was evident that PACFA needed to develop a Scope of Practice to clearly articulate the knowledge, skills and experience of counsellors and psychotherapists. PACFA initiated a project, together with the Leadership Group for the College of Counselling, to

develop a Scope of Practice for Registered Counsellors. The Scope of Practice will support our lobbying activities, to seek greater professional recognition of both counsellors and psychotherapists.

Developing the Scope of Practice has been a significant piece of work and a major achievement for PACFA. We will next be turning our minds to psychotherapists, in order to identify what is unique about their Scope of Practice.



### **Private Health recognition**

PACFA had a big win this year with PACFA Registrants being recognised by Bupa to provide counselling services from 1 July 2018. Under Bupa's recognition criteria, providers must have training that is a Bachelor's Degree or above. PACFA continues to advocate to a range of private health funds for PACFA Registrants to be recognised and to offer more rebates for services provided by PACFA-registered counsellors and psychotherapists.

### **Counselling for the National Redress Scheme**

The CEO was invited to join the Expert Reference Group funded by the Department of Health, to implement a professional directory of trauma practitioners for the National Redress Scheme for survivors of institutional child sexual abuse.

The Directory, [www.traumasupport.com.au](http://www.traumasupport.com.au), has been launched and PACFA Clinical Registrants who specialise in trauma are recognised to participate in the Trauma Support Directory. We expect this will lead to opportunities for PACFA Registrants to deliver counselling services for the Redress Scheme. Lobbying is ongoing at the State and Territory level where the services will be delivered.



## ARCAP

PACFA works in collaboration with the Australian Counselling Association under the umbrella of the Australian Register of Counsellors and Psychotherapists (ARCAP). We are moving towards closer collaboration through ARCAP in our lobbying activities to advance professional recognition for counsellors and psychotherapists. This is in response to government's call for a united profession in our lobbying activities.

We are also in the process of restructuring ARCAP as a Company Limited by Guarantee to better reflect the non-profit nature of ARCAP's business.

## Research

As a health promotion charity, PACFA undertakes and disseminates research on counselling and psychotherapy.

PACFA thanks the former Research Committee Chair, Dr Ione Lewis, for her contribution to PACFA in her time in this important role. Dr Kim Dunphy, the Research Committee Chair who took on this role in early 2018, is working with the Committee to execute the work plan they established at their first face to face meeting in February 2018.

Members of the Research Committee are:

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

A consumer and/or carer representative and external experts may be invited to contribute on relevant matters as needed.

## PACJA

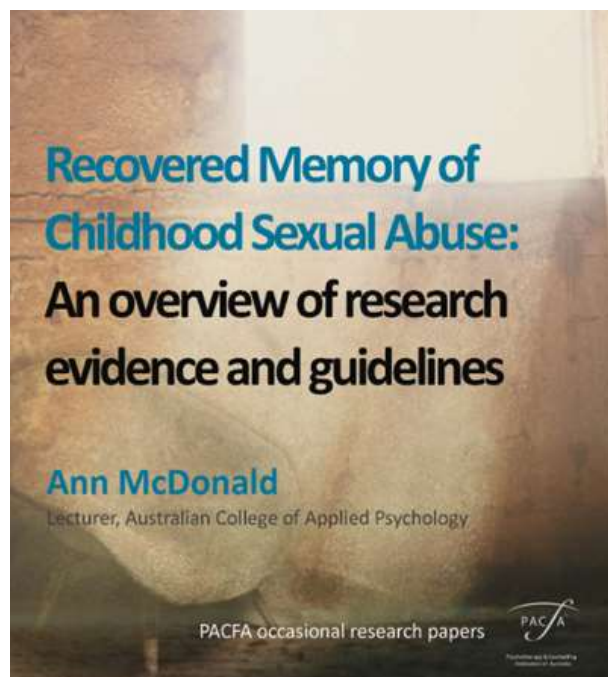
PACFA publishes the Psychotherapy and Counselling Journal of Australia (PACJA). The new editor, Dr James Vicars, has been in the role since early 2018 and the sixth edition is being published in September, with preparation for the next edition also occurring simultaneously.

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.

## Research initiatives

To advance our research mission, PACFA published two recent literature reviews:

- *Confidentiality & informed consent in counselling and psychotherapy: a systematic review*
- *Recovered Memory of Childhood Sexual Abuse: An overview of research evidence.*



The Occasional Paper on Recovered Memory is accompanied by new Consensus Guidelines for Working with Recovered Memory, which are a useful resource for practitioners.

The Research Committee puts on Research Forums, the most recent being a webinar on the systematic review on *Confidentiality and Informed Consent*, to disseminate research outcomes.

The Workforce Study project did not advance over this year but the Committee is actively working on a new strategy that will enable its completion.





## Professional Standards

PACFA has developed a range of high quality policy documents to guide the professional practice of our members and of the wider counselling and psychotherapy profession. These include:

- Scope of Practice for Registered Counsellors
- PACFA Training Standards
- Supervision Training Standards
- Guidelines for Client Records
- Guidelines for advertising counselling and psychotherapy services
- Guidelines for Recognition of Prior Learning

PACFA's Professional Standards Committee oversees PACFA's professional practice policies and standards. The Committee members are:

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

### **PACFA Training Standards 2018**

In April, the PACFA Council voted in support of a proposal to amend the PACFA Training Standards. The changes were considered very important and necessary in order to raise standards for the counselling and psychotherapy profession and improve opportunities for professional recognition.



Three notable strengths of the new standards include conformity to the Australian Qualification Framework (AQF), greater flexibility in recognising online learning hours, and clarification of the minimum requirements for supervised client contact. Matching education requirements with AQF has clarified the minimum entry points to the professions of counselling and psychotherapy as being an undergraduate degree or postgraduate diploma (or higher).

Stakeholders understood that the proposal to require all training to be accredited by government in accordance with the Australian Qualifications Framework (AQF) was essential and that failure to make this change will hold us back from full recognition as an allied health profession.

The transition process for implementation of the new Training Standards allows for grandfathering of members of PACFA Member Associations and graduates and students from training programs that are accredited by PACFA under the 2014 standards.

### **Online technology in education**

The significant increase in online technology and the movement in higher education towards online and blended learning is a challenge to training providers and led PACFA to review their requirements for online modes of learning delivery. The new PACFA Training Standards reflect our detailed consideration of acceptable hours of online modes of learning for the profession. However, it should be noted that the standards for online and blended delivery may change again in the future as technologies evolve.

### **Supervised client contact hours**

The clarification of the minimum client contact hours in the new Training Standards was accompanied by a change to the PACFA Register with the removal of the "Intern" category. The "Intern" category was created to address the lack of clarity in the Training Standards around the client contact hours required during training. While the minimum requirement was always 40 client contact hours, the previous training standards referred to 200 client contact hours which was the requirement for Provisional registration.

Since the changes were made to the Register, Graduates of PACFA-accredited programs are now immediately eligible for Provisional membership or registration, with Clinical membership/registration being available upon completion of a further 750 client hours and 75 supervision hours after training.

### **Recognition of Prior Learning**

New Guidelines for Recognition of Prior Learning were also developed to reflect change to the Training Standards and Registration categories. Graduates of programs that are not PACFA-accredited may apply to PACFA via Recognition of Prior learning.

## Ethics

PACFA's ethical standards ensure our members and Registrants provide safe and ethical counselling and psychotherapy services. The PACFA Code of Ethics provides the framework for our ethical practice.

In 2017, the Ethics Committee, Board and CEO completed a major piece of work to review the PACFA Code of Ethics and to develop new Professional Conduct Procedures, including an Alternative Dispute Resolution process. Both documents were launched in late 2017.

PACFA hears complaints on the ethical conduct of PACFA Members and Registrants. This is one of our key regulatory functions for the self-regulating profession of counselling and psychotherapy.

Our standards and complaints are overseen by the PACFA Ethics Committee:

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

### Complaints

In the 2017/18 year, PACFA heard 2 complaints (1 in NSW and 1 in Victoria) and 1 appeal (in NSW). The complaint handling process is overseen by the Ethics Committee and administered by the PACFA staff.

### Ethics Helpline

PACFA's Ethics Helpline also took 170 enquiries from members requiring ethical advice. This is a valued service for members and Registrants who seek advice from PACFA on challenging ethical questions related to their professional practice.

### PCP training

To consolidate implementation of the Professional Conduct Procedures, PACFA has provided training for the volunteers who hear complaints for PACFA. The purpose of the training was to ensure that all potential Professional Conduct Panel members have sufficient knowledge and skills to hear complaints before serving on a Professional Conduct Panel.

Two one-day training sessions were held in Melbourne and Sydney as well as an additional Zoom session for those who could not attend the day trainings. The training covered the PACFA Code of Ethics 2017 and the PACFA Professional Conduct Procedures 2017 with an emphasis on the new Alternative Dispute Resolution process.

PACFA now has a pool of 21 trained Professional Conduct Panellists in NSW, Victoria, South Australia, ACT and Queensland.

## Course Accreditation

PACFA accredits 43 counselling and psychotherapy training programs run by 31 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 high standards. The Committee members are:

- Dr Paul McQuillan (Chair)
- Patricia Bradley
- Dr Angela Ebert
- Dr Margot McNeill
- Dr Marie-Therese Proctor
- Jenny Regan
- Dr Meg Smith
- Charles Wilson

Since the new Training Standards were adopted by PACFA in April 2018, some PACFA-accredited programs are in a transition period and will re-accredit 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 new Specialist Training Accreditation Scheme.

### Specialist Training Accreditation Scheme

A Working Party chaired by PACFA Past President, Charles Wilson, has developed the package of materials for PACFA's new Specialist Training Accreditation Scheme which is expected to be launched later in 2018. PACFA's Course Accreditation Adviser, Dr Benda Bentley, has assisted with preparation of the documents.

The aim of the new accreditation scheme is to accredit programs for a range of specialist modalities or fields of practice, including psychotherapy. This will promote the retention and development of high quality specialist training programs in psychotherapy and counselling.

<b>Providers - 31 Institutions</b>	<b>Courses - 43</b>	<b>Expiry Date</b>
Pathways Psychology Institute	Professional Training in Process Psychotherapy	30/12/2019
University of Adelaide	Master of Counselling and Psychotherapy (Clinical Practice Pathway)	9/2/2018
Christian Heritage College	Master of Counselling	12/19/2018
	Bachelor of Social Science (Counselling)	12/19/2018
The International Dance Therapy Institute of Australia	Advanced Clinical Training in Dance and Movement Therapy	30/12/2018
University of Southern Queensland	Bachelor of Human Services (Counselling)	22/2/2019
Western Sydney University	Graduate Diploma in Counselling	31/3/2019
Australian Association of Buddhist Counsellors and Psychotherapists	Professional Training in Buddhism and Psychotherapy	28/2/2019
Gestalt Therapy Australia	Advanced Clinical Training in Relational Gestalt Psychotherapy	19/5/2019
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
Murdoch University	Master of Counselling	29/11/2020
Australian Institute of Family Counselling	Institute Approved Articulation Course in Counselling and Psychotherapy (Graduate Diploma)	14/12/2020
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
University of Canberra	Graduate Diploma in Counselling	18/1/2021
Gestalt Therapy Brisbane	Master of Gestalt Therapy	17/2/2021
Australia New Zealand Process Oriented Psychology	Professional Training Program in Process Oriented Counselling and Facilitation	13/3/2021
Metavision Institute	Professional Training Holistic Counselling and Psychotherapy – Post Graduate	14/7/2021
	Professional Training Holistic Counselling and Psychotherapy – Under Graduate	14/7/2021
The Relational Institute Australia	Advanced Clinical Training of Contemporary Gestalt Therapy	16/9/2021
Monash University	Master of Counselling -On-campus & Off-campus (Clayton)	31/12/2021
	Master of Counselling (Off shore mode – Kaplan Institute- Singapore and Hong Kong)	31/12/2021
	Master of Counselling	19/4/2022
Tabor College Adelaide	Masters of Counselling Practice	1/5/2022
University of Divinity - Mulgrave	Master of Counselling	9/10/2022
Excelsia College	Master of Counselling	11/12/2022
Morling College	Master of Counselling	11/16/2022
Uniting Institute of Education	Graduate Diploma of Relationship Counselling	1/1/2023
Charles Sturt University	Master of Pastoral Counselling (Clinical)	4/21/2023
Edith Cowan University	Master Counselling and Psychotherapy (Joondalup)	6/30/2023
University of Notre Dame Australia	Master of Counselling (Fremantle & Sydney)	6/30/2023
	Bachelor of Counselling (Fremantle)	6/30/2023
Cairnmillar Institute	Master of Counselling and Psychotherapy	12/23/2023
	Master of Professional Counselling (Malaysia)	12/31/2023
Griffith University Gold Coast	Bachelor of Counselling	10/23/2024
University of Sunshine Coast	Master of Counselling	11/6/2024
	Bachelor of Counselling	11/6/2024
	Bachelor of Psychological Science & Counselling	11/27/2024
University of Queensland	Master of Counselling	3/18/2025

## Professional Development



Prior to restructuring, PACFA put on only a small amount of professional development. Now that we have 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 2017/18, PACFA put on 58 events across the country and online via webinar.

### PACFA SA

24/2/18	Adult anxiety and its impact on therapy
1/5/18	Creative modalities in counselling
16/5/18	Vicarious trauma: Is it the cost of caring?
18/11/17	If nothing changes, nothing changes!
19/5/18	Network and social evening
24/2/18	Adult anxiety and its impact on therapy

### PACFA TAS

28/5/18	Psychiatry and Psychology meet the law at a Y intersection
7/9/17	Professional development counts
20/10/17	Sex in the system: Season One
27/11/17	Creative self-care in your own community
7/2/18	The body keeps the score: Brain, mind and body in the treatment of trauma
11/5 & 12/5/18	Focusing workshop

### PACFA West

18/11/17	Sexuality and its diversity
26/4/18	Network and social evening

### Victorian Branch

27/7/18	The first session – strategies and reflections
31/8/17	Mindfulness and compassion fatigue
28/9/17	PACFA Vic network evening
26/10/17	Psychoanalytic perspective on trauma
25/1/18	Network and social evening
22/2/18	Network and social evening
26/4/18	Network and social evening
28/6/18	Coherence therapy and family systems

### NSW Branch

15/8/17	The power of Autogenic therapy
10/10/17	The benefits of a horizontal (sibling) perspective
17/2/18	The four inter-related worlds
28/5/18	Joint event with <i>Health e Care</i> Working with suicide and suicide ideation

### Canberra and Regional Branch

12/8/17	Three diverse workshops
21/10/17	Tuning into trauma and on-going loss
2/12/17	Network and social evening
28/4/18	Modality refresher workshops

### College of Counselling

23/9/17	Webinar: The many faces of grief and loss
24/3/18	Webinar: Standing up to stigma
9/6/18	Webinar: Perspectives on working on anxiety

### College of Psychotherapy – Somatic Modality

2/9/17	Somatic psychotherapy workshop
3/11/17	Network and social evening
9/12/17	Trauma sensitive yoga Network and social evening
15/2/18	Trauma informed practice
14/4/18	The mind as body, the body as mind
29/6/18	The Narcissistic Defence



### Australian College of Counselling and Psychotherapy Educators

28/8/17	ACCAPE webinar series: Webinar 1
13/11/17	ACCAPE webinar series: Webinar 2
17/4/18	ACCAPE webinar series: Webinar 3
16/5/18	How do you teach counselling?

### Australian College of Relationship Counsellors

15/7/17	Mindfulness in couple therapy
18/11/17	Mindfulness in couple therapy
30/4/18	Assessment in couple therapy
5/5/18	Mindfulness in couple therapy
5/6/18	Three lenses on couple therapy: Webinar 1
8/10/17	Social and networking evening

### PACFA

6/10/17	Research Forum The leading edge: Panel discussion with published authors
25/11/17	Research Forum Evidence for the effectiveness of experiential psychotherapies
1/6/18	Joint event with <i>Health e Care</i> Working with suicide and suicide ideation
4/9/17	Online mental health course
9/10/17	Online mental health course
13/11/17	Online Practical ethics course
30/4/18	Online mental health course
18/6/18	Online Practical ethics course

## PACFA Conferences

The 2019 conference on **WORKING WITH TRAUMA** takes place in Sydney from **22 to 24 February**.

The Conference Organising Committee is overseeing the event which is administered by the Professional Development Coordinator, Claire Manderson.

The Conference Committee Members are:

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

**WORKING WITH TRAUMA** will explore key aspects of trauma practice and research with an emphasis on culturally informed approaches to promoting trauma recovery in Australia today. The conference will provide opportunities to engage in dialogue with trauma practitioners specialising in a variety of therapy modalities. These conversations will be facilitated in workshops, paper presentations and panels.

### Emerging Research and Practice

This stream will include papers on emerging research and workshops on therapeutic techniques and models. Research may include qualitative and quantitative papers, mixed research, and case studies. General research and practice issues relating to trauma and recovery will also be presented, including but not limited to the impact of trauma on development, relationships, and mental health, as well as post-traumatic growth.

### Perspectives from Therapists, Clients and Others

This stream will incorporate perspectives on trauma from therapists, clients and others involved in working with clients experiencing trauma. Included in this stream will be issues relating to interdisciplinary perspectives, vicarious trauma, therapist self-care, and managing related difficulties in private practice. Clients may also share their individual experiences of therapy and recovery from trauma.

### Working with Specific Populations

This stream will address therapeutic issues that are relevant for specific populations. Indigenous experiences of trauma and recovery will be covered, as well as inter-generational trauma and multicultural issues. Specific populations addressed may include children, adolescents, adult survivors of trauma, veterans, victims of crime, domestic violence, sexual abuse, and natural disasters.



# Our membership



## Membership profile

PACFA's strong membership growth continued in the 2017/18 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) are registered 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

PACFA Clinical members	1,083
PACFA Provisional members	1,027
Student members	658
Affiliate members	121
<b>Total</b>	<b>2,768</b>

### Registered MA members

Clinical registrants (via MAs)	322
Provisional registrants (via MAs)	144
<b>Total</b>	<b>466</b>
<b>Total Members</b>	<b>3,355</b>

### Organisational Members

Member Associations	11
Affiliated Organisations	8
<b>Total</b>	<b>19</b>

## Branches and Colleges

PACFA has established 6 Branches and 6 College and College sub-divisions. All operate effectively to put on professional development and networking events, and to contribute to 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	82
New South Wales	1,424
South Australia	221
Tasmania	69
Victoria	584
Western Australia	241
<b>Total</b>	<b>2,621</b>

### Members in other States

Queensland	255
Northern Territory	19
<b>Total</b>	<b>274</b>

### College Members

College of Counselling	1,665
College of Psychotherapy	
Somatic Psychotherapy	151
Gestalt therapy	213
Other psychotherapy modality	549
Australian College of Relationship Counsellors	264
Australian College of Counselling and Psychotherapy Educators	198
<b>Total</b>	<b>3,040</b>

## Member Associations

As at the end of June 2018, PACFA had 11 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.

PACFA has been formally notified that the Australian Association of Family Therapists is not continuing as a Member Association from October 2018.

### Member Associations – Geographic

- Queensland Counsellors Association (QCA)

### Member Associations – Specialist

- Australian Association of Buddhist Counsellors and Psychotherapists (AABCAP)
- Australian Association of Family Therapy (AFT)
- 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 Centre for Psychoanalysis (ACP)
- 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 wish to be affiliated with PACFA in order to access membership benefits and to support PACFA as peak body for counselling and psychotherapy in Australia.

- Australian Creative Arts Therapies Association
- Christian Heritage College
- University of Southern Queensland
- University of Canberra
- Music and Imagery Association of Australia
- Association of Solution Oriented Counsellors and Hypnotherapists of Australia
- Australian Community Counselling Association
- Drug Arm Australasia

## Interest Groups

PACFA Interest Groups are informal groups of members who come together to explore aspects of practice and to provide networking, learning and support opportunities.

Currently there are two Interest Groups and it is expected that over time more Interest Groups will develop based on the interests of members.

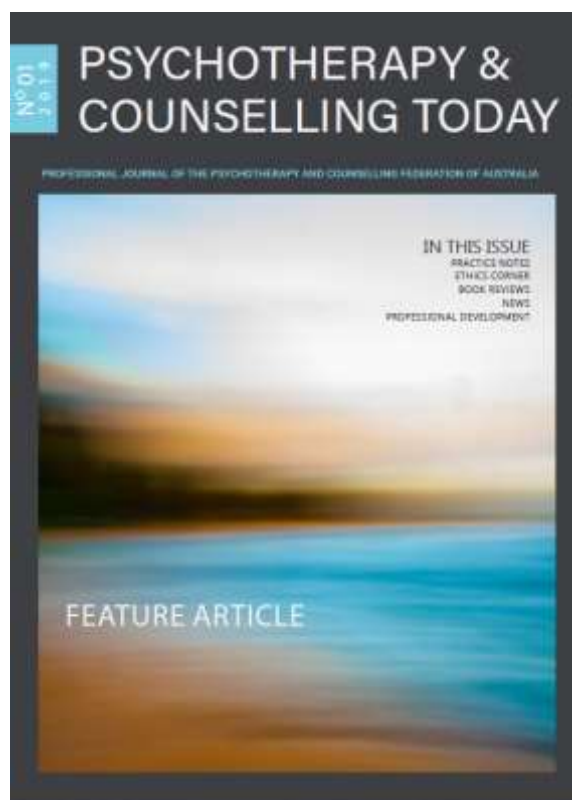
- LGBTIQ Interest Group
- Hypnotherapy Interest Group

The LGBTIQ Interest Group has been instrumental in progressing work, with the Research Committee, to update PACFA's Position Statement on therapeutic support for LGBTIQ clients and their families,

## Communications

Planning is underway to develop a new PACFA printed magazine, *Psychotherapy & Counselling Today*, which will be launched in 2019. The magazine will be a membership benefit for members that will communicate PACFA's unique perspective on psychotherapy and counselling in Australia.

With this exciting new initiative, eNews will change in 2019, moving to a simpler, electronic bulletin. Both publications include opportunities for providers of professional development to advertise their events via PACFA. This is a great resource for our members as well as for the wider therapy community. PACFA also promotes counselling and psychotherapy jobs at our website – another benefit for members.



## Membership Benefits

Individual category	Benefits
Clinical Provisional	<ul style="list-style-type: none"> <li>• Voting rights on the PACFA Member Congress</li> <li>• PACFA Registration (for Members practising as Counsellors or Psychotherapists)</li> <li>• Access to <a href="#">PACFA Master Insurance Policy</a> (for both Practitioners and Educators)</li> <li>• Access to PACFA Brochures (for all 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 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 any PACFA Interest Groups</li> <li>• Member rates on Continuing Professional Development</li> <li>• Printed PACFA magazine (from 2019)</li> </ul>

Organisational Category	Benefits
Member Association members	<ul style="list-style-type: none"> <li>• Eligibility for PACFA registration (for suitably qualified members)</li> <li>• Eligibility to join PACFA Colleges (for Registrants)</li> <li>• Access to PACFA Brochures (for Registrants)</li> <li>• Access to insurance with Insurance House (for Registrants)</li> <li>• Access to PACFA Brochures (for Registrants)</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>• Member discounts for employees and volunteers to PACFA magazine (2109)</li> <li>• Supporting PACFA as peak body for counselling and psychotherapy</li> </ul>

## Awards

For the first time, PACFA has awarded student prizes for Outstanding Student Papers and Outstanding Graduates.

### Outstanding Student Paper winners

Congratulations to the following winners of the Outstanding Student Paper prizes:

- Adam Birch (Postgraduate)
- Tiana-Lee Hosking (Undergraduate)

Adam Birch from the Master of Counselling program at Murdoch University was selected as the winner of the Postgraduate Award for his minor thesis on "The relationship between suicide prevention training and student counsellor self-efficacy".

Tiana-Lee Hosking from the Bachelor of Human Services (Counselling major) program at University of Southern Queensland was selected as the winner of the Undergraduate Award for her for her essay on "Confidentiality: To break or not to break".

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

### Outstanding Graduate prize winners

Congratulations to the following graduates who have been selected to receive PACFA's Outstanding Graduate prizes.

- Georgina du Mello Kenyon  
University of Queensland
- Tiana-Lee Hosking  
University of Southern Queensland
- Jessie White  
Pathways Psychology Institute
- Michelle Anne Colthart  
Murdoch University
- Robin Fingher  
Edith Cowan University
- Patricia Karagiorgos  
Monash University
- Rebekah Durham  
Christian Heritage College
- Vanessa Ong  
Morling College
- Glen Raynor  
The Relational Institute Australia

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.

# Financial Report

## Audited Financial Statements

PACFA's Financial Statements for the year ended 30 June 2018 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.

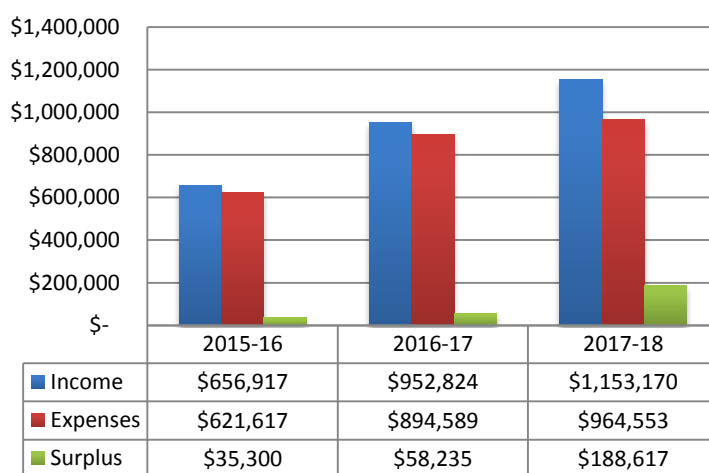
## Profit and Loss

Our financial year has ended very strongly with a surplus of \$188,617, which was much higher than our budgeted surplus of \$106,568. This is due to exceeding our income projections and making savings on expenditure.

The growth in revenue is principally from membership growth, although income from some other revenue streams has also been strong. Compared with the previous financial year, income was strong, increasing from \$952,824 to \$1,153,170 which is an increase of 17.38%.

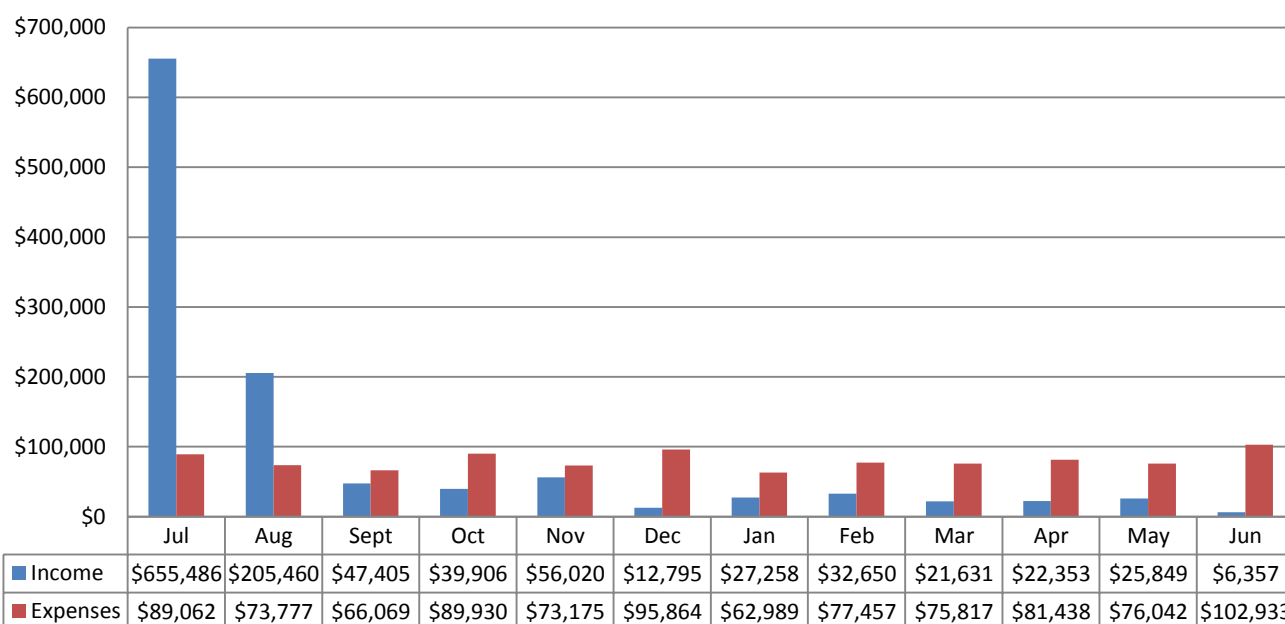
Expenditure was controlled well to maintain PACFA's healthy surplus. The largest expenditure item is staffing which has grown in response to the growing need to service members. Other significant expenditure items are research and meetings of the PACFA Board, Council, and Leadership Groups. Amortisation expenses relate to the purchase of the PACFA Member Portal and website, which has now been fully amortised.

### Income /Expenses with prior year's figures



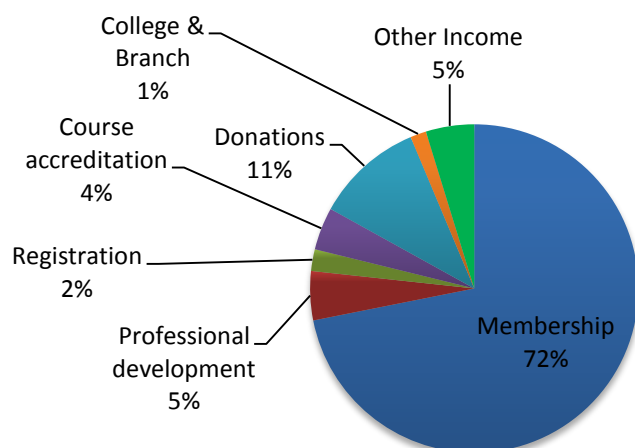
The Board has allocated \$133,423 of the 2018 surplus towards the accumulated reserves which will ensure PACFA is financially secure to deliver our mission. \$55,194 from the surplus is being allocated towards additional staffing and new initiatives in the 2018/19 financial year.

### Monthly Income & Expenses for 2017/18





## Breakdown of Income 2017-18



The Board has now established a new Reserves and Investment Policy with the aim of further increasing our reserves over the next 4 years.

As at the end of the financial year, we are covering current liabilities by 1.6 times. A 24% improvement on last year. Our Current Cash Assets are 30%, \$214,177 above the same time last year. Total Liabilities are about the same as last year. This puts PACFA in a stable financial position going forward.

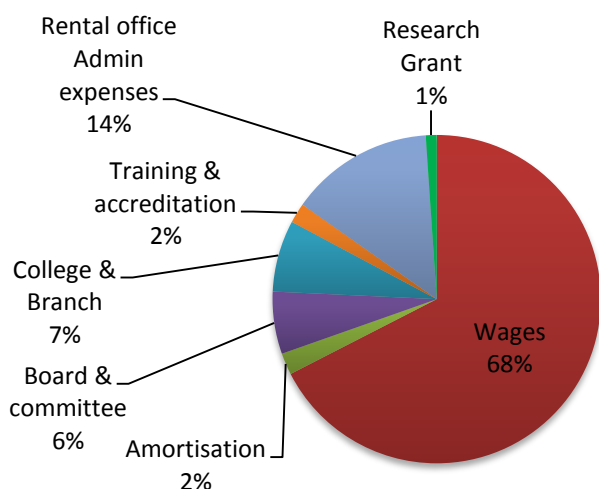
It is important to note that a significant amount of this year's income came from donations from former Member Associations whose members transferred to PACFA as a result of the restructure. These donations will not be repeated.

It is also important to note that the growth in staffing is expected to be sustainable as it was not dependent on the MA donations but has been paid for entirely out of membership growth. This will ensure the donations generously made by former Member Associations can be made available in the future for important strategic initiatives, and that we can maintain our current staffing levels in order to continue to grow PACFA and deliver on our important mission.

**George Gintilas**  
PACFA Treasurer



## Breakdown of Expenses 2017-18



## Balance Sheet

While income increased by \$200,473 in the financial year, expenditure only increased by only \$69,964 resulting in a healthy surplus of \$188,617. This is an important result as PACFA's reserves were considered too low for a non-profit organisation of PACFA's size.

As a result of this year's surplus, we have more than doubled our Equity Reserves from \$175,587 to \$364,204. This amount will reduce when we use some of the reserves in the next year for the new Member Portal and website. However our reserves will still be higher than in previous years, giving PACFA more stability and security.

# Our Leadership

## Board of Directors

Dr Di Stow	President
Rob Salmon	Vice President
Don Secomb	Secretary
George Gintilas	Treasurer
Charles Wilson	Past President
Dr Paul McQuillan	Professional Practice Chair
Dr Kim Dunphy	Research Chair
Tara Green	Psychotherapy Representative
Pat Bradley	Counselling Representative
Maria Brett	CEO (Ex-officio)

## PACFA Committees

### Research

- Dr Kim Dunphy (Chair)
- Gina O'Neill
- Dr Elizabeth Day
- Dr Tristan Snell
- Professor Robert King (External Consultant)
- Eileen McDonald (Carer Representative)
- Assoc Professor Frankie Merritt (on leave)
- Dinah Buchanan (Outgoing)
- Dr Ione Lewis (Outgoing)

### Professional Practice

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

### Ethics

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

### Education Program Accreditation

- Dr Paul McQuillan (Chair)
- Charles Wilson
- Dr Meg Smith
- Jenny Regan
- Patricia Bradley
- Dr Margot McNeil
- Dr Marie-Therese Proctor
- Dr Angela Eber
- Dr Brenda Bentley (Course Accreditation Adviser)
- Dinah Buchanan (Outgoing)

## Professional Standards

- Professor Denis O'Hara (Chair)
- Patricia Bradley
- Dr Ebi Cocodia
- Toni Neil
- Dr Jelena Zeleskov Djoric
- Dr Stephen Andrews (Outgoing)

## Professional Development (discontinued)

- Rob Salmon (Chair)
- Nathan Beel
- Christine Cohen
- Ian Richards
- Claire Manderson – PACFA PD Coordinator

## Conference Committee

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

## Leadership Groups

### New South Wales Branch

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

### Canberra & Region Branch

- Elizabeth Yuile (Convenor)
- Frances Killaly
- Kirstin Robertson-Gillam
- Willi Boettcher (Student Volunteer)
- David Jeffcoat (Student Volunteer)
- Amanda Mackenzie (Outgoing)
- Peter Dyke (Outgoing)
- Joy McKay (Outgoing)

### 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
- Nick Hall
- Toni Lee

### **PACFA West**

- Sally Pamberger (Co-convenor)
- Leah O'Brien Addison (Co-convenor)
- Scott Brandreth
- Cindy Roberts
- Katy Bannister (Outgoing)
- Brenda Bentley (Outgoing)
- Christine Cohen (Outgoing)

### **College of Counselling**

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

### **College of Psychotherapy**

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

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

- Ernst Meyer (Convenor)
- Anna McKie
- Tess Tokatlidis
- Veronik Verkest
- Ellie Stuebe (Outgoing)
- Jeanne Wearne (Outgoing)
- Yolanda Strauss (Outgoing)

### **LGBTIQ Interest Group**

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

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

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

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

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

## **Working Parties**

### **Specialist Training Accreditation Working Party**

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

### **Course Accreditation Panel**

- |                      |                            |
|----------------------|----------------------------|
| • Dinah Buchanan     | • Paul Neuman              |
| • Dr Kate Briggs     | • Tim Nunan                |
| • Dr Ebi Cocodia     | • Fiona O'Hara             |
| • Simone Falvey-Behr | • Don Secomb               |
| • Dr Paul McQuillan  | • Dr Meg Smith             |
| • Charles Wilson     | • Dr Marie Therese Proctor |