

ANNUAL REPORT

Psychotherapy and Counselling Federation of Australia



2020



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Message from the President

2020 has been the most challenging year we have ever faced as a community and as an organisation. The COVID-19 pandemic has had a significant impact on counsellors and psychotherapists, changing the way we work with the shift to online therapy. Many practitioners have seen their practices grow and thrive as more people in the community need support for their mental health.

The work of counsellors and psychotherapists at this time is of crucial importance to the community. I have high praise for all counsellors and psychotherapists and for your work as you continue to support your clients with great skill and care during the pandemic.

The Board and CEO have acted swiftly to manage risks and ensure business continuity during the pandemic. A great deal of effort has gone into PACFA's COVID-19 response – supporting members, registrants, Member Associations and training providers to continue operating through this challenging time.

PACFA has managed to continue with business as usual, implementing our strategic plan, while working from home and connecting via Zoom.

Advocacy has been a high priority in the last year. We have been active in government consultation processes and we have liaised regularly with the Minister for Health, the Hon. Greg Hunt. Advocacy for Medicare provider numbers has been a very high priority through our ARCAP partnership – the Australian Register of Counsellors and Psychotherapists. We are also making significant progress with private health recognition for our members.

PACFA's Continuing Professional Development program is a great resource for members. PACFA put on 76 CPD and networking events in the 2019-2020 year, many of which were organised by our Branches and Colleges. This year we have offered additional courses on how to deliver safe and ethical online therapy.

Thank you to all members who volunteered their time in the last year to help advance PACFA's mission. In the period covered by the Report, PACFA had 111 volunteers on Committees, Leadership Groups, Working Parties, and Panels. Our significant achievements would not be possible without the dedication and hard work of our volunteers.

Thank you to all Board members who served in the past year. Current Board members are: Dr Alexandra Bloch-Atefi, Pat Bradley, Dr Kate Briggs, Simone



PACFA President, Dr Di Stow

Falvey-Behr, George Gintilas, Tara Green, Dr Zoë Krupka, Dr Paul McQuillan, Nigel Polak and Maria Brett. Alexandra joined the Board after her appointment as the Research Chair, and Nigel joined the Board to fill the vacant role of PACFA Secretary. Maria Brett has now joined me as a Director of ARCAP.

We thank and acknowledge outgoing Board member, Don Secomb, for his contribution as the PACFA Secretary and ARCAP Director, and as Convenor of the Conference Committee and LGBTQI+ Interest Group. We will also soon farewell Simone Falvey-Behr, Tara Green, Dr Zoe Krupka, and Dr Paul McQuillan, as members of the Board. Thank you to the outgoing Board members for their tremendous contribution to PACFA over many years.

Thank you to all Chairs and members of the Ethics, Research, Professional Standards, and Education Program Accreditation Committees. Their dedication ensures our Committees deliver consistently high-quality work. The Conference Committee is also progressing work on the next conference, taking place in Adelaide. This event had to be delayed until 2022 due to the COVID-19 pandemic.

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 heard ethical complaints, and Course Accreditation Panels who accredited training programs for PACFA.

Thank you to all members of staff who have worked tirelessly to help PACFA flourish despite the challenges of COVID-19. I particularly thank PACFA CEO, Maria Brett, for her work delivering PACFA's Strategic Plan and leading the PACFA team, and Operations Manager, Kim Smythe, for overseeing our operations. Thank you to the whole team for your excellent work for PACFA.

I look forward to another year advancing PACFA's mission in my role as PACFA President and seeing our organisation emerge from the pandemic, continuing to grow, and effectively representing members.

Dr Di Stow
PACFA President

Annual Report of Activities

COVID-19 response



In March, PACFA developed a COVID-19 Response Plan which included priority actions to resource members, as well as looking after the health and safety of the PACFA team, ensuring we could continue operating effectively to serve members.

The COVID-19 Response Plan addresses the many risks faced by PACFA as an organisation due to COVID-19 and puts specific actions in place to manage these risks.

PACFA has actively supported members through the challenges of the pandemic. We have provided information at the PACFA website around working within the various government restrictions, and a range of practice resources including:

- A resource on Informed Consent when delivering Online Therapy
- Guidance on the basic things you need to know for safe and effective online practice
- A discount for Registrants to access the Covi software for delivering telehealth services
- A range of professional development opportunities and resources on how to deliver online therapy
- Affordable online supervision groups
- *Flexible arrangements for Continuing Professional Development and Supervision* to support members to meet their membership obligations.

We also introduced *Flexible Arrangements for Accredited Training Programs* to ensure training providers can continue to operate under COVID-19 restriction and meet their accreditation obligations.

The Research Committee and the College of Counselling Leadership Group put on a free webinar, *Covid-19 Responses and Responsibilities*, for 500 members. The recording of the webinar is available at the member-only resources page on the website. More free webinars are being planned.

Advocacy

PACFA continues to advocate for professional recognition of counsellors and psychotherapists. Our advocacy has seen some successes with the expansion in private health rebates for counselling.

Medicare numbers

Via ARCAP, we have advocated for Medicare numbers for counsellors and psychotherapists. Our discussions with government, including communicating directly with the Health Minister, are ongoing.

Once the serious impact of the pandemic became apparent, this added greater urgency to our advocacy efforts and a formal ARCAP submission was made on 1 April requesting Medicare provider numbers for counsellors and psychotherapists.

Government will not make a decision on our submission until the outcomes from the Medicare Benefits Schedule (MBS) Review and the Productivity Commission inquiry into mental health are announced. Both have been delayed by government. In the meantime, we have commenced work on an application to the Medical Services Advisory Committee which we hope will support our request to be Medicare providers.



Productivity Commission

PACFA has been active in the Productivity Commission's inquiry into mental health. This major inquiry will re-shape mental health services in Australia. PACFA made a joint submission with the ACA via ARCAP. PACFA made another submission in response to the PC's draft report and the CEO gave testimony to the commission in Launceston.

National Mental Health Workforce Taskforce

The PACFA President was appointed to this important committee by the Minister for Health, representing ARCAP. The review is an opportunity to raise awareness that we are already part of the mental health workforce and to advocate for

legislation to be amended to make this clearer. Representation on the Taskforce will ensure we are included in the next national strategy to develop Australia's mental health workforce.

Private Health rebates

More members are taking up the opportunity to be private health providers for Bupa and they can now also be providers for Police and Emergency Services Health. PACFA is also negotiating with Medibank Private and ahm to increase rebates for counselling in their insurance products from October 2020.



Employment campaign

PACFA liaises with a range of employers to promote PACFA-registered practitioners for employment in counselling and psychotherapy jobs. **PACFA Jobs** provides free job ads for employers and these ads are accessible to members via PACFA's 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 include a joint submission to the federal Minister for Health regarding Medicare provider numbers for counsellors and psychotherapists.

The current PACFA-appointed Directors of ARCAP are Dr Di Stow and Maria Brett. Former PACFA Secretary, Don Secomb, served as a PACFA-appointed ARCAP Director up until March 2020.

Through our ARCAP partnership, we continue to explore future closer collaboration to achieve a united profession nationally.

Research

New Terms of Reference were developed for the Research Committee and this now guides the Committee's activities.

The Committee's new 'Evidence-Informed Practice Statement' was presented at a Research Forum in Oct 2019. Together with the College of Counselling Leadership Group, the Research Committee facilitated a webinar on Covid-19 for PACFA members early in 2020.

The Committee farewelled Dr Kim Dunphy as Chair, who had to step down for personal reasons. Dr Alexandra Bloch-Atefi was appointed to the Chair's role with Dr Tristan Snell as Deputy Chair.

Kim Dunphy was awarded an Order of Australia for her services to Dance Therapy and she was also awarded a PACFA Life Membership for her services to PACFA and the profession.

In its role of promoting research in the profession, the Committee evaluated and approved several research applications to be promoted by PACFA.

The Committee has conducted literature searches to inform PACFA's submissions to government. They have also developed a new Workforce Survey to get up to date information about the counselling and psychotherapy workforce. This will improve our understanding of the profession and support our advocacy work with government.

Members will be invited to participate in the Workforce Survey in October. A report will be published once the survey data has been analysed.

Current members of the Committee are:

- Dr Alexandra Bloch-Atefi (Chair) University of Adelaide, SA
- Dr Tristan Snell (Deputy Chair), Deakin University, Victoria
- Dr Elizabeth Day, Auckland University of Technology, New Zealand
- Gina O'Neill, Registered Psychotherapist, Supervisor, Educator, NSW
- Dr Cathy Bettman, The University of Notre Dame, NSW

Psychotherapy and Counselling Journal of Australia

The Research Committee acts as Editorial Board for PACJA. The Committee has worked actively with the PACJA Editor to raise the frequency of the journal to two editions per year.

Along with improving the quality, the editor has worked together with international guest editors to produce more special issues and has currently made contact with major publishing companies to explore possible partnership agreements.

PACJA's Editorial Board has been expanded with international members (Prof. Carlos Clavijo, Prof. Emmy van Deurzen, Lynne Jacobs, PhD, Prof. Del Loewenthal and Prof Keith Tudor) The PACJA Editor has also developed a new Social Media strategy to improve PACJA's profile and visibility.



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. The PSC has had a busy and productive year.

The Committee has been recruiting new members so its numbers will grow in the second half of 2020. The current Committee members are:

- Dr Kate Briggs (Chair)
- Dr Ebinepre Cocodia
- Toni Neil
- Dr Jelena Zeleskov Djoric

COVID-19 Response

To support PACFA's response to the COVID-19 pandemic, the PSC has worked with the CEO and Office team to develop flexible arrangements for members and registrants in relation to PACFA's professional development and supervision requirements. Flexible arrangements have also been developed to support training providers delivering PACFA-accredited courses.

The PSC Chair and CEO continue to liaise with training providers to assist with implementation of the PACFA Training Standards, particularly in relation to the COVID-19 arrangements. A communication strategy has been developed to keep training providers informed of developments.

PACFA Training Standards

The PSC completed a minor review of the PACFA Training Standards to support the new PACFA membership pathways which will be launched in October (see page 5 for details).

The PSC Chair also worked with the CEO on the policy documents for the new membership pathways, including new Recognition of Prior Learning (RPL) Guidelines, all of which have been reviewed by the PSC.

A further review of the Training Standards is also planned in the next year. This is to respond to recent developments in the education sector, changes that were made to PACFA's requirements due to COVID-19, and feedback from some providers that these changes should be permanent. PACFA-accredited training providers will be consulted for their input into the review.



Supervision Training Standards

The PSC has also undertaken a review of the Supervision Training Standards and the PACFA Accredited Supervisor application requirements. Changes to the requirements are being announced in late September.

Clinical Registrants with 5 years practice experience will be able to apply to be PACFA Accredited Supervisors immediately upon completion of supervision training that meets the PACFA Supervision Training Standards.

The other change is that Supervisor training may take place either in person or via synchronous online learning (e.g. interactive webinars) or a blend of these.

PACFA Register

The Membership Team at the PACFA Office is responsible for the day to day management of membership and registration. The PSC provides advice to the Membership Team in relation to membership and registration issues.

The PSC also considers appeals related to membership and registration decisions and requests for special consideration.

Psychotherapy Working Party

The Board established the Psychotherapy Working Party in 2018 to address concerns following the adoption of the PACFA Training Standards 2018. The changes required training to be accredited by government however most psychotherapy training programs will not be able to achieve the required government accreditation for their graduates to be eligible to join PACFA.

The Working Party is chaired by Dr Alison Strasser, former Training Standards Chair for PACFA and is made up of diverse psychotherapists.



*Dr Alison Strasser
Chair, Psychotherapy Working Party*

The Working Party is developing new Psychotherapy Training Standards which are progressing well. The Working Party is planning to consult with the PACFA Council and with psychotherapy training providers about the new standards.

The Working Party will also engage with the training providers to support the retention and development of high-quality training pathways for psychotherapy. This has been identified by PACFA as a high priority to ensure psychotherapy, as a distinct profession, can develop and thrive in Australia.

Another key outcome from the Working Party is the new PACFA membership pathways which have been developed and are due to be implemented later in 2020 (see below for details).

New PACFA Membership Pathways

Coming out of the work of the Psychotherapy Working Party, PACFA has developed new membership pathways to enable more diverse practitioners to join PACFA.

This came about due to changes made to the PACFA Training Standards in 2018 which resulted in some people being excluded from PACFA membership if their training was not government-accredited. This was impacting particularly on psychotherapists, many of whom undertake extensive training that is not government-accredited.

Following consultation with the PACFA Council in August, PACFA plans to launch the new membership pathways in October 2020.

The PACFA Training Standards will retain the emphasis on training that is accredited by government in accordance with the Australian Qualifications Framework (AQF). This is important to meet government's expectations that training should be accredited. However, the new membership pathways will enable us to welcome others into PACFA membership as well.

PACFA will continue to advocate that all PACFA Registrants should be recognised by government and other stakeholders, regardless of the pathway through which they join PACFA.

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.



The current members of the Committee are:

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

Complaints

PACFA hears complaints on the ethical conduct of PACFA members and registrants in accordance with the Professional Conduct Procedures 2020. The Ethics Committee oversees the complaints process supported by PACFA staff.

The hearing of complaints was suspended from January to June 2020 while the Committee undertook a review of the Professional Conduct Procedures. This resulted in lower numbers of complaints in the 2019/20 year. PACFA heard two complaints (one in VIC and one in NSW). None of the complaints were resolved via Alternative Dispute Resolution (ADR) and one was withdrawn.

Ethics Support Line

PACFA's Ethics Helpline took 211 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.

Members are supported to reflect on the application of the PACFA Code of Ethics to their clinical practice.

PCP support

PACFA has a pool of 28 trained Professional Conduct Panellists nationally. Professional Conduct Panellists deal with complex complaints and grievances. The Committee ran two Reflective Workshops and one training workshop on the 2020 Professional Conduct Procedures to support the Professional Conduct Panellists to maintain their skills and knowledge of ethics.

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 current members of the Committee are:

- Dr Paul McQuillan (outgoing Chair)
- Dr Judith Ayre
- Biliana Dearly
- Dr Angela Ebert
- Dr Margot McNeill
- Fiona O'Hara
- Dr Meg Smith
- Charles Wilson

EPAC's work is substantial. They assess training programs against the PACFA Training Standards and also provide support to training providers to meet the accreditation requirements.



Flexible accreditation arrangements

Since the start of the COVID-19 pandemic, flexibility around some of the accreditation requirements has been allowed. For example, where face to face learning cannot be delivered due to the pandemic, online delivery is allowed. Students are also allowed to undertake their supervised client work via video conference or telephone during the pandemic.

The flexible arrangements are being reviewed regularly while the COVID-19 pandemic continues to impact on the delivery of counselling and psychotherapy training across Australia.

Specialist Training Accreditation Scheme

PACFA launched the new Specialist Training Accreditation Scheme in 2018. The aim 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. Three specialist courses have now been accredited and other institutions are planning to apply.

Course accreditation review

The PACFA Board is planning a review of PACFA's course accreditation schemes to ensure they are robust and effective accreditation processes. The review is expected to be completed early in 2021.

Accredited training programs in counselling and psychotherapy		Expiry
Australian College of Applied Psychology	Master of Counselling and Psychotherapy	31/05/2021
	Bachelor of Counselling	10/02/2027
	Bachelor of Counselling (Coaching)	10/02/2027
	Graduate Diploma of Counselling	31/05/2021
	Bachelor of Psychological Science and Counselling	10/02/2027
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	13/09/2021
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 Brisbane	Master of Gestalt Therapy	1/05/2024
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	30/04/2022
	Professional Training Holistic Counselling and Psychotherapy - Under Graduate	30/04/2022
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	Graduate Diploma of Trauma-Informed Process work Psychotherapy	4/11/2024
Tabor College Adelaide	Masters of Counselling Practice	1/5/2022
The Relational Institute Australia	Advanced Clinical Training of Contemporary Gestalt Therapy	30/06/2022
Think: Colleges Pty. Ltd trading as Jansen Newman Institute	Master of Counselling and Applied Psychotherapy	10/12/2022
	Bachelor of Applied Social Science (Counselling)	30/06/2021
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	18/5/2021
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	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
Accredited specialist courses in counselling and psychotherapy		Expiry
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
Gestalt Therapy Australia	Advanced Clinical Training in Relational Gestalt Psychotherapy	20/06/2024

Membership Development

iMIS Member Portal and website

Throughout the 2019/20 financial year, the PACA Office worked very hard on implementation of the new iMIS Member Portal. The new Member Portal was launched in December 2019 and joining and renewing through the Portal is now quicker and simpler.



Work on the website transfer to iMIS is still continuing and once complete, iMIS will be an integrated Member Portal and website. It will be a seamless process to move between the Member Portal, where members manage their membership and the PACFA website, where there will be member-only resources and private areas for groups of members.

Further down the track, Online Communities will be added to the website to enable members to connect and share information online.

Membership promotion

PACFA regularly visits accredited training providers to meet students who are prospective members of PACFA. Our aim is to improve awareness of PACFA's activities and achievements. The visits are undertaken by PACFA staff and also by representatives of PACFA Branches. PACFA has also produced a video to introduce PACFA membership. The video can be accessed on the PACFA website.

We also engage with training providers to ensure PACFA is known and visible. This includes participating in course advisory committees and attending award ceremonies. We have visited and met with training providers all over the country, including Monash University, Cairnmillar Institute, University of Adelaide, University of Western Sydney and Australian College of Applied Psychology, to name just a few.

The PACFA President visited Queensland where she met with members of Queensland Counsellors Association (QCA). This supported the decision by QCA to become part of PACFA structurally from 1 July 2020. The President also gave presentations for branches in Western Australia, and Tasmania.

Publications



Psychotherapy & Counselling Today

PACFA's new journal, *Psychotherapy & Counselling Today*, was launched in November 2019 and received very positive feedback from members. The publication is currently free for members as a membership benefit.

Dr Stephen Andrew was the Guest Editor for the first edition and PACFA is delighted that he has now been appointed as the Editor.

PCT is a professional journal, in magazine format, that provides stimulating and informative reading on psychotherapy and counselling in Australia. The journal aims to support professional learning and to help build the evidence base for the effectiveness of psychotherapy and counselling.

eNews

The eNews has matured as a publication which is now published 11 times a year in electronic format. This development has been overseen very ably by PACFA's Advocacy & Communications Coordinator, Fleur Smith.

The new format makes the eNews more accessible for members. It also includes advertised Professional Development events. This is a great resource for members and for the wider therapy community.



Professional Development



PACFA's professional development program offers a range of high-quality, affordable PD and networking and support activities to support the professional development of members.

In 2019/20, PACFA was very active putting on 68 professional development and 8 networking and support events. Some were delivered face to face however from March onwards, we moved to online delivery due to the COVID-19 restrictions.

Canberra and Regional Branch

- Working in Times of Transition [Networking]
- Trauma from Jungian and Psychodrama Perspectives

NSW Branch

- Unpacking Identity, Revealing Self: From Narrative Therapy to Non-Dual Awareness
- The Practice of Neuropsychotherapy with Substance Use Disorder
- Working with Grief and Loss

PACFA SA

- How to work with anxiety in the therapeutic space
- How are you... Really? [x 2 times]
- Embodying attachment through a Gestalt Lens
- An Introduction to Narrative Therapy
- Sexuality Therapy

PACFA TAS

- Sociable Self Care Workshop
- SUPA-SUPERVISION: What constitutes good clinical supervision and Supervision of Supervision
- PACFA Today [Networking]
- Overwhelm - a practitioner experience
- Exploring the Underlying Dynamics of Scapegoating

Victorian Branch

- Introduction to a clinical intervention with traumatised parent-child dyads – Tuning Relationships with Music
- Using Music to Create Safety in Relationships After Trauma

PACFA West

- Working with the intelligence of the body to strengthen the Gut-Brain Connection
- Treatment Approaches to Childhood Sexual Abuse
- Coming together around Grief, Loss & Self Care
- Grief and Loss
- Online Peer Group Supervision for Regional Members [x 3 times]
- Virtual Gathering for Regional Members & Registrants [Networking x 2 times]

College of Counselling

- Elder abuse: When getting old gets dangerous, working with DV/FV in our aging population
- Children's experiences of family violence: The most in need, the last to receive
- What's important to know about working with DV/FV in the LGBTIQA community
- What's love got to do with it? What all counsellors need to know about heterosexual Domestic Violence

College of Psychotherapy – Somatic Modality

- Our Somatic Signature: Finding our unique way in practicing somatic psychotherapy
- What is Somatic Psychotherapy? An attempt of an explanation [NSW]
- End of year lunch for Victorian Somatics [Networking]
- Introduction to Embodied Imagination [VIC]

Australian College of Relationship Counsellors

- Working with Relationships in the context of the Death of a Child/Young Person
- ACRC Members General Online Meeting
- Methamphetamine and Relationships
- Gay, Lesbian, Bisexual – but in a straight marriage

Australian College of Counselling and Psychotherapy Educators

- Developing multicultural competencies: Experiences from Canadian, Mexican and Australian Indigenous Communities
- Truth Telling in Indigenous Community. A conversation about the Ancient University
- Indigenous Psychotherapy in Aotearoa: Waka Oranga National Collective of Māori Psychotherapy Practitioners
- Trauma Integrated Indigenous Healing Approaches
- Understanding the AQF, Indigenous critical pedagogy and healing practices
- Introducing Indigenous representation into PACFA - A conversation

PACFA webinars and online courses

- Ethics Committee – Confidentiality and Informed Consent [x 7 times]
- How to provide counselling and psychotherapy using online technologies [x 8 times]
- Mental Health Course [x 4 times]
- Practical Ethics Course
- Fundamentals of Online Therapy Course
- What you need to know about delivering therapy online
- COVID-19 Responses and Responsibilities
- Research Committee: What counts as legitimate knowledge in psychotherapy and counselling: Considering evidence-informed practice

Recorded webinars and presentations

There are currently 25 webinar recordings available to purchase including 24 new webinars that were added in the 2019-20 year.

Three of these are webinar series:

- College of Counselling: Power and Control - What all Counsellors Need to Know About Domestic & Family Violence 2019/2020 (4 webinars)
- ACCAPE Webinar series: Recognition of Indigenous Healing Practices in Australia and Aotearoa 2019 (6 webinars)
- Working with Trauma - Online Symposium Recordings 2019 (7 webinars)

Online Trauma Symposium

Following on from PACFA's successful 2019 conference on the theme *Working with Trauma*, an Online Symposium was put on to extend access to the excellent material from the conference.

The symposium included six presentations from the conference and one new presentation, all in webinar format. Participants also received the two recorded keynote presentations from the *Working with Trauma* conference.

This type of event was a first for PACFA and was very successful with 92 people participating. All webinars from the symposium are also available for purchase as recorded webinars.

PACFA Conference 2022

Planning is underway for the next conference taking place in Adelaide from **29 April to 1 May 2022**. The conference was originally planned for 2021 but had to be postponed due to COVID-19.

The conference theme is *Safety in Therapy: Balancing Risk and Healing in an Uncertain World*.



Research is compelling for safety and its link to the transformative power in therapy. This is particularly relevant to counsellors and psychotherapists as we seek to navigate risk and safety in our work with others.

The conference will highlight strategies to meet the challenges of practitioner self-care (feeling safe in ourselves), ethical dilemmas (feeling safe in our practice), and the "hows" and "whys" of creating a sense of safety for our clients in all their diversity of backgrounds, situations and needs.

A Conference Committee has been formed to progress planning of the 2022 conference:

- Nigel Polak (Convenor) – PACFA Board
- Dr Alexandra Bloch-Atefi – Research Committee representative
- Pat Bradley – SA Branch and PACFA Board
- Tony Clarkson – PD expert
- Brian Gabriels – SA representative
- Don Secomb (outgoing Convenor)



Our membership



Membership Profile

PACFA's strong membership growth continued in the 2019/20 financial year. Growth has been in individual PACFA membership, with registration via PACFA member associations falling.

With 3,300 individual members as of June 2020, this represented growth of 27.6% compared with the same time last year. Registered Member Association members, by contrast, dropped by 1.98%.

PACFA now has individual members across all States and Territories and all members receive membership of their nearest PACFA Branch and one PACFA College.

Members in qualified membership categories (Provisional and Clinical) receive registration with PACFA as a membership benefit. Registration is optional for members of PACFA Member Associations.

Individual PACFA members

Clinical members	1,217
Provisional members	1,351
Academic members	6
Student members	584
Affiliate members	142
Total	3,300

Registered MA members

Clinical registrants (via MAs)	200
Provisional registrants (via MAs)	97
Total	297

Total members and registrants 3,597

Organisational members

Member Associations	9
Affiliated Organisations	7
Total	14

Branches and Colleges

PACFA has established six Branches and six Colleges including two College sub-divisions. The new Queensland Branch, PACFA QLD, commences on July 2020.

The Branches and Colleges are operating effectively to put on professional development and networking events for members. Some also contribute to professional standards and resources for members, membership promotion and advocacy activities.

Branch members

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

Members in other States

Queensland	285
Northern Territory	18
Total	303

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
Total	3,005

College of Aboriginal and Torres Strait Islander Healing Practices (CATSIHP)



In October 2019, the PACFA Council approved a proposal to create a new PACFA College dedicated to Aboriginal & Torres Strait Islander Healing Practices.

The Leadership Group, made up principally of Aboriginal & Torres Strait Islander members, is leading several initiatives including a book, a clearing house to provide information on training in Aboriginal & Torres Strait Islander Healing Practices, and new training standards for Aboriginal & Torres Strait Islander Healing Practices.

The Annual General Meeting will consider proposed constitutional changes to create a position on the Board for an Aboriginal & Torres Strait Islander Representative.

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.

In June 2019, PACFA had nine Member Associations. This decreased to eight from 1 July with Queensland Counsellors Association deciding to transfer their members to individual PACFA membership and form PACFA QLD, the new Queensland Branch of PACFA.

PACFA Member Associations:

- Australian Association of Buddhist Counsellors and Psychotherapists
- Australian Transactional Analysis Association
- Association of Soul Centred Psychotherapists
- Association of Transpersonal and Experiential Psychotherapists
- Australian and Aotearoa New Zealand Psychodrama Association
- Australian Radix Body Centred Psychotherapy Association
- Christian Counsellors Association of Australia
- Dance Movement Therapy Association of Australasia

Affiliated Organisations

Affiliated Organisations are non-voting organisational members. They are affiliated with PACFA in order to access membership benefits and to support PACFA as a peak body for counselling and psychotherapy. As of 30 June 2020, there were seven Affiliated Organisations:

- Association of Solution Oriented Counsellors and Hypnotherapists of Australia
- Australian Community Counselling Association
- Edith Cowan University
- Headspace National Youth Mental Health Foundation
- Music and Imagery Association of Australia
- The Institute of Applied Psychology
- University of Canberra

Interest Groups

Interest Groups are informal groups of members who come together for networking, learning and support. PACFA's LGBTQI+ Interest Group re-formed with a new Leadership group and is now working actively to support practice with LGBTQI+ clients and to advocate for the interests of members and clients around LGBTQI+ issues.



Unfortunately, the Hypnotherapy Interest Group was wound up due to inactivity.

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.

Membership Benefits

Individual category	Benefits
Clinical Provisional Academic	<ul style="list-style-type: none"> • Voting rights on PACFA Member Congress (for eligible members) • PACFA Registration (for practitioners) • Access to PACFA Insurance Policy • Access to PACFA Brochures (for practitioners)
Student	<ul style="list-style-type: none"> • Free Access to PACFA Master Insurance Policy
Clinical Provisional Academic Student Affiliate	<ul style="list-style-type: none"> • Membership of a PACFA Branch • Membership of a PACFA College • Membership of PACFA Interest Groups • Member rates on Continuing Professional Development • Access to PACFA Jobs • Access to the Ethics Support Line • Free copy of professional journal, <i>Psychotherapy & Counselling Today</i>

Organisational Category	Benefits
Member Associations	<ul style="list-style-type: none"> • Representation on the PACFA Council • Access to the Ethics Support Line • Free copy of professional journal, <i>Psychotherapy & Counselling Today</i>
Member Association members	<ul style="list-style-type: none"> • Voting rights on the PACFA Member Congress (for eligible members) • Eligibility for PACFA registration (for eligible members) • Eligibility to join PACFA Colleges (for registrants) • Member prices on PACFA CPD • Access to Insurance House insurance • Access to PACFA Jobs • Access to Ethics Support Line • Access to PACFA Brochures (for registrants) • Free copy of professional journal, <i>Psychotherapy & Counselling Today</i>

Organisational Category	Benefits
Affiliated Organisation	<ul style="list-style-type: none"> • Observer status at PACFA Council meetings • Member prices on CPD for employees and volunteers • Printed PACFA journal • Access to the PACFA Ethics Support Line

Awards

In 2019, PACFA again awarded its Outstanding Graduate Prize.

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.



Outstanding Graduate Prize winners

Congratulations to the following graduates who were selected to receive PACFA's Outstanding Graduate Prizes for 2019.

- Suzanne Javes
Griffith University
- Kerri-Lyn Sweetman
Christian Heritage College
- Jordan Flynn
Pathways Psychology
- Nicole Bowsby
University of Queensland
- Lou Spence
Cairnmillar Institute
- Melinda Nuttall
University of Southern Queensland
- James Alexander Hossack
Monash University
- Amy Roberts
University of Adelaide
- Ji Yun Gan
Murdoch University



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

Aim 1: Enhanced quality of psychotherapy and counselling services provided by all PACFA members
Objectives
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

Aim 2: Expanded access to psychotherapy and counselling services across Australia
Objectives
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

Aim 3: Increased resources for PACFA's mission and judicious use of available resources
Objectives
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.

Financial Report

Audited Financial Statements

PACFA's Financial Statements for the year ending 30 June 2020 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.

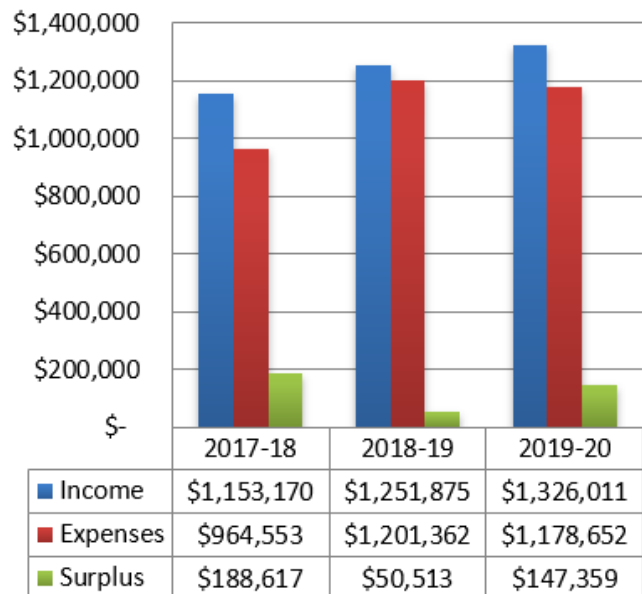
Profit and Loss

Our financial year has ended strongly with a surplus of \$147,359. This was a very positive turnaround from the projected deficit of \$2,945.

Compared with the previous financial year, there was a modest increase in income from \$1,326,011 to \$1,251,875, which is an increase of \$74,136 or 5.92%.

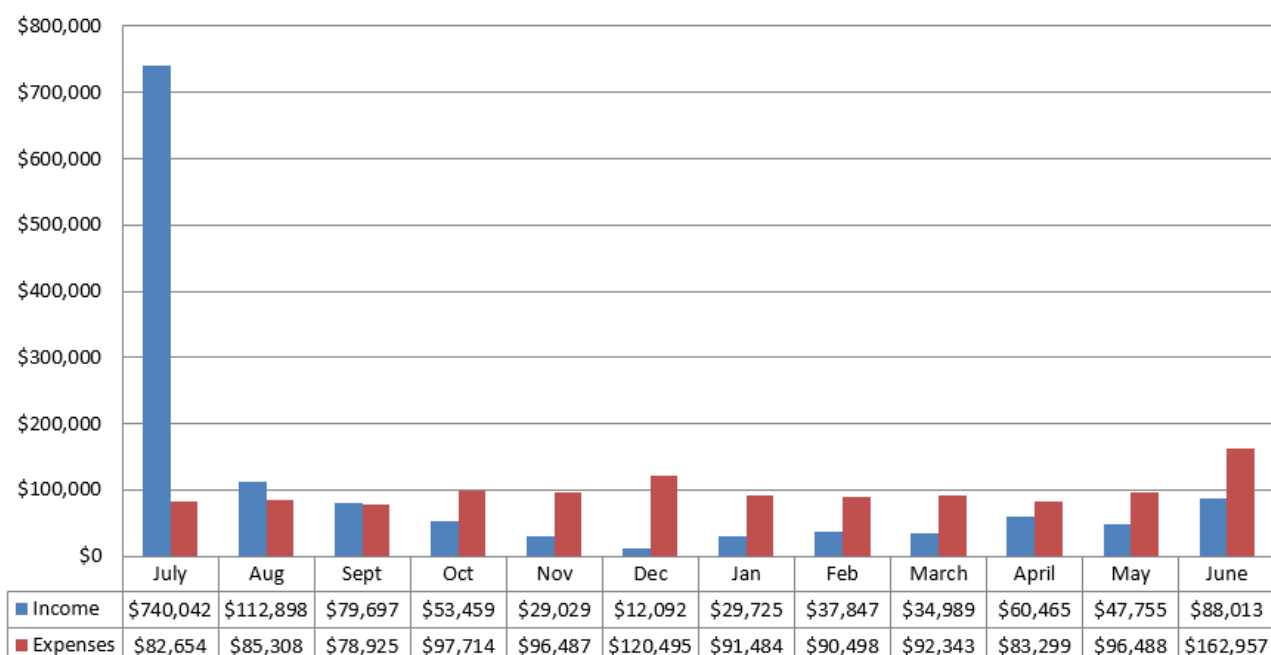
Due to the impact of COVID-19, expenditure decreased by \$22,710 and this contributed to the surplus being higher than the surplus of \$50,513 in the previous financial year.

Income /Expenses with prior year's figures



Despite concerns that our financial position would be seriously impacted by the pandemic, income from membership and other sources has been strong, while expenditure savings were made due to face to face meetings and business-related travel not being possible since March 2020.

Monthly Income & Expenses for 2019/20



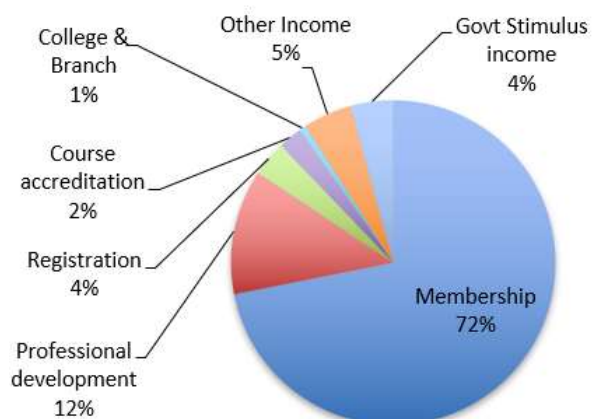
Income and expenditure analysis

The growth in revenue in 2019-20 was principally from membership growth and from additional professional development events delivered by PACFA. The additional PD focused on Online Therapy as a response to the COVID-19 pandemic.

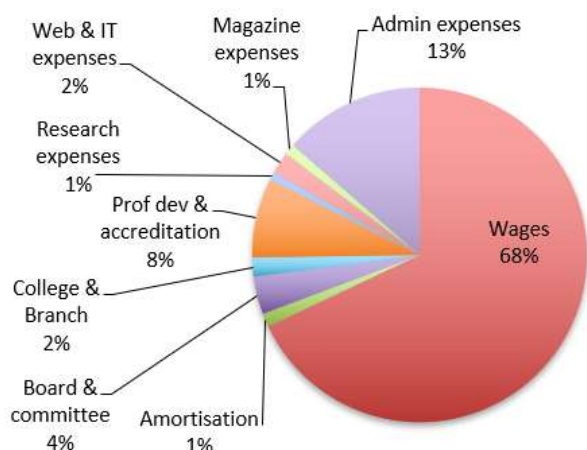
Income from some other revenue streams also grew (course accreditation, college and branch income and registration income), while other income went down slightly (advertising and interest). As no conference was held during the reporting period, there was no conference income and expenditure.

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 meeting expenses, rent and professional development expenses. Amortisation and depreciation expenses increased compared with the previous year due to the purchase of the new iMIS Member Portal.

Breakdown of Income 2019-20



Breakdown of Expenses 2019-20



Balance Sheet

The surplus of \$147,359 in 2019/20 is a very positive result as it enables PACFA to increase our reserves. This is important as our reserves have been depleted by the significant investment made in our new online membership system, iMIS.

Currently, the 2020 surplus is held in PACFA's accumulated reserves. This will ensure PACFA is financially secure to deliver our mission. However, the Board will consider whether to allocate some of the surplus to priority initiatives in the 2020/21 financial year.

As a result of this year's surplus, net assets after meeting all liabilities increased from \$414,717 to \$562,076 which is an increase in net assets of 35.53%. This \$562,076 now covers 47.68% of total operating expenses which is approximately 6 months of operations.

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 1.72 times compared to 1.52 times last year. This is a very healthy ratio. Our Current Cash Assets are 6.42% or \$53,382 higher than the same time last year. Total Liabilities are also 5.8% lower than last year. This puts PACFA in an even better, stable financial position going forward.

The Board's Reserves and Investment Policy aims to further increasing our reserves over the next 3 years. This is particularly important in the current recession and 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 will also allow us to prioritise emerging priorities in an increasingly uncertain environment as we adapt to COVID-19.

George Gintilas
PACFA Treasurer



Our Leadership

Board of Directors

Dr Di Stow	President
Dr Zoe Krupka	Vice President
George Gintilas	Treasurer
Dr Paul McQuillan	Course Accreditation Chair
Dr Alexandra Bloch-Atefi	Research 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)
Dr Kim Dunphy	Research Chair (outgoing)
Don Secomb	Secretary (outgoing)

ARCAP Directors

Dr Di Stow	Director
Maria Brett	Director/Secretary
Don Secomb	Director/Secretary (outgoing)

Committees

Research Committee

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

Education Program Accreditation Committee

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

Professional Standards Committee

- Dr Kate Briggs (Chair)
- Dr Ebi Cocodia
- Toni Neil
- Dr Jelena Zeleskov Djoric
- Patricia Bradley (outgoing)
- Nathan Beel (outgoing)

Ethics Committee

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

Conference Committee 2021

- Nigel Polak (Convenor)
- Dr Alexandra Bloch-Atefi
- Pat Bradley
- Tony Clarkson
- Brian Gabriels
- Don Secomb (outgoing Convenor)
- Tish McLean-Neil (ex officio)

Leadership Groups

New South Wales Branch

- Frances Kim (Convenor)
- Malibu Bert (Deputy Convenor)
- Marlene Formosa
- Diana Sands
- Brian O'Neill (outgoing)

Canberra & Region Branch

- Elizabeth Yuile (Convenor)
- Frances Killaly
- Kirstin Robertson-Gillam
- Karen Stewart
- Kieran Vaughan
- Willi Boettcher (outgoing)
- David Jeffcoat (outgoing)

PACFA SA

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

PACFA Tas

- Fiona Baillie (Convenor)
- Dr Andrea Breen
- Lyndy Burt
- Kaye de Ville
- Berenice Dunstan
- Wajan Hale
- Toni Lee

Victorian Branch

- Tony Clarkson (Convenor)
- Dr Gavi Ansara
- David Cronin
- Francesca Palazzolo
- Darren Riggon
- Arti Mayan
- Leila Wheib
- Nigel Polak (outgoing)

PACFA West

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

College of Counselling

- Pat Bradley (Convenor)
- Dr Cathy Bettman
- Emma Hodges
- Fiona Griffith
- Nigel Polak
- Theadora Qassrani
- Alison Hood (outgoing)

College of Psychotherapy

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

Somatic Modality - College of Psychotherapy

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

Gestalt Modality - College of Psychotherapy

- Victoria Morrissey (Convenor)
- Doug Aberle
- Madeleine Fogarty
- Dr Jelena Zeleskov Djoric

Australian College of Relationship Counsellors

- Fiona Baillie (Convenor)
- Wajan Hale
- Robert Handelsmann
- Peter Kadwell
- Dr Kieran O'Loughlin
- Trish Thompson

Australian College of Counselling and Psychotherapy Educators

- Roman Ilgauskas (Convenor)
- Dr Kate Briggs (Deputy Convenor)
- Jon Dachs
- Dr Judith Ayre
- Dr Tristan Snell
- Gina O'Neill
- Dr Andrea Breen
- Dr Caroline Atkinson (Outgoing)

College of Aboriginal & Torres Strait Islander Healing Practices

- Dr Caroline (Carlie) Atkinson (Convenor)
- Gina O'Neil (Deputy Convenor)
- Emeritus Professor Judy Atkinson
- Dr Kate Briggs
- Dr Graham Gee
- Scott Kratzmann
- Dr Gavin Morris
- Bianca Stawiarski
- Danielle Dyall (Critical Friend)
- Rayleen Councillor (Critical Friend)
- Miranda Magwick (Critical Friend)
- Anne Jenkins (Critical Friend)
- Bianca Field (Critical Friend)

LGBTIQ Interest Group

- Dr Gávi Ansara (Convenor) (He/Him)
- Don Secomb (Former Chair) (He/Him)
- Trish Thompson (She/Her)
- Jade Wren Pearson (She/Her)
- Carolyn Rogers (She/Her)
- Dr Keiran O'Loughlin (They/Them or He/Him)
- Melinda Cavaliere (She/Her) (outgoing)

Working Parties

Psychotherapy Working Party

- Dr Alison Strasser (Chair)
- Dr Kate Briggs
- Tara Green
- Christina Nielsen
- Valerie Redman
- Dr Di Stow
- Dr Jelena Zeleskov Djoric
- Maria Brett (ex officio)

Professional Panels

Course Accreditation Panellists

- 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

Professional Conduct Panellists

- Julie Nixon
- Crystal Lockard
- Ruth Newton
- Kelly Pritchard
- Kris Rao
- Julia Lipski

Publications

Psychotherapy & Counselling Today

Dr Stephen Andrew, Guest Editor



Staff

Current staff

- | | |
|---------------------|---|
| • Maria Brett | Chief Executive Officer |
| • Kim Smythe | Operations Manager |
| • Belinda Gomez | Accountant |
| • Julia Bilecki | Information Services Coordinator |
| • Kimberly Yeung | Administration Officer |
| • Lucy Cremin | Membership Officer |
| • Annie Chessels | Membership Officer |
| • Nilu De Alwis | Membership Team Leader |
| • Lee Heather | Finance Officer |
| • Tish McLean-Neill | Professional Development Coordinator |
| • Fleur Smith | Advocacy and Communications Coordinator |
| • Luise Tartaglia | Ethics and Course Accreditation Officer |

Former staff

- | | |
|------------------------|------------------------------------|
| • Selena Baziotopoulos | Administration and Finance Officer |
| • Kristy Griffiths | Membership Officer |
| • Nicole Coombes | Membership Officer |

Consultants

- | | |
|---------------------------|---|
| • Dr Denise Charman | Course Accreditation Adviser |
| • Dr Brenda Bentley | Course Accreditation Adviser (outgoing) |
| • Dr Rhys Price-Robertson | PACJA Editor |
| • Dr Stephen Andrew | Editor, Psychotherapy and Counselling Today |