

National Awarding Committee (NAC) for *EuroPsy* in [Name of country]: Overview

Introduction

Each NAC is requested by the EAC to complete the following overview and submit this to the EFPA Office in Brussels by February each year. The overview is intended to enable EFPA (through EAC) to have an overview of developments in the different countries, and to try to support progress with the implementation of *EuroPsy* across EFPA countries. It is important that *EuroPsy* serves the function of maintaining and ensuring high standards. The answers on the form should indicate progress since the application of the NAC as approved by the EAC.

The completed forms received from each country will be placed on the *EuroPsy* webpage (<http://www.europsy-efpa.eu/>) (as a resource for a wider audience to gain information about EuroPsy) and your report should also be placed on your national *EuroPsy* website.

A further purpose of the annual overview is to stimulate NACs to reflect on the extent and quality of their activities, and the awareness of *EuroPsy* in their country, during the previous year. Thus EAC hopes to encourage reflection and a focus both on plans for future developments, and also challenges in each country. For this reason, please include in the final appendix detailed and complete information about the state of your activities in the previous year and your plans for the next year. This appendix will not appear on the EFPA website since its purpose is more formative and to encourage reflection.

Some items can be completed by providing a brief answer with information (e.g., filling in a date, name, number or address).

With other items further descriptive and textual information is required from all NACs. Detailed descriptive information, in order to clarify the meaning of the tick, is welcomed from all NACs. Further clarification will be especially needed whenever there is not a uniform arrangement for all fields of practice in a country.

Each item has a number and you are asked to provide descriptive information in an Appendix of which the number corresponds with the number of the item.

NB Please indicate with the item where you add an Appendix: "see Appendix 1", "see Appendix 2", etc. The form should be complete when all grey text has been completed.

National Awarding Committee (NAC) for *EuroPsy* in Slovenia: Overview

Date of submission of this report: 28-02-2016

Date of approval (or re-approval) of NAC by EAC: 10-03-12

Latest update of this overview: 28-02-15

Website address of the NAC with documentation on *EuroPsy* in [Name(s) of language(s)]:

www.europsy.si

Name of contact person: Nives Kolarič

E-mail address: nives.kolaric@ff.uni-lj.si

Postal address: Oddelek za psihologijo, Filozofska fakulteta, Univerza v Ljubljani, Aškerčeva 2, 1000 Ljubljana, Slovenia

1. Composition of NAC and S-NAC

1a NAC composition and operation

Number of members in the NAC: 8

Frequency and dates of meetings: 6 in the year 2015 (04-03-15, 11-003-15, 16-03-15, 30-03-15, 27-05-15, 10-09-15)

Names of the members: see Appendix 1

Number of *EuroPsy* Certificates issued that are listed in the Register: 79 issued in 2015, (altogether 188 issued by the end of 2015)

1b S-NAC for Psychotherapy

An S-NAC for psychotherapy **has not been established yet.**

1c S-NAC for Work and Organization Psychology

An S-NAC for work and organization psychology **has not been established.**

2. Psychology programmes

2a. Recognition of university education programmes as meeting *EuroPsy* requirements:

- Under the auspices of NAC
- In cooperation with NAC (e.g. by universities)
- By a national accreditation authority, of which the judgements are accepted by NAC (Appendix 2a)
- Other

2b Structure of accredited / recognised education programmes

- Programs follow the format of 3 years BA + 2 years MA
- Another format is followed (Appendix 2b)

2c List of programmes that meet *EuroPsy* requirements

Names of universities in alphabetical order + Names of programs /degrees at Master Level

Name of University	City	Degree Programmes
1. University of Ljubljana	Ljubljana	MA Psychology
2. University of Maribor	Maribor	MA Psychology

3. Supervised practice arrangements (for the *EuroPsy* Certificate)

3a Please describe the arrangements for one year (or equivalent) supervised practice

Supervised probation is required in clinical/health psychology (12 months), social welfare (12 months, can be shortened to 9 months), in the field of psychology in education (10 months), and in public administration (10 months). The program is prescribed by national authorities. A mentor is chosen by the organisation where the practitioner-in-training works. It can occur that the chosen mentor is not a EuroPsy psychologist and therefore has no knowledge about EuroPsy certificate and its requirements. In the contexts where no supervised practice is required, practitioners-in-training may want to organize supervision by themselves to reach EuroPsy standards at the end of the first year of practice.

In 2009–2010 and in 2013, 32 supervisors have been trained in a one-year (part time) supervision training programme. A list of their names is published on the Slovenian EuroPsy web page.

In 2015 and 2016, a Norway Grants project “Supervised Practice of Psychologists: Development of a Training Programme for Mentors and a Model of Supervised Practice – SUPER PSIHOLOG”

has been carried out. More information about the project is available on: www.superpsiholog.si; English pages: <http://superpsiholog.si/english-pages/> The aim of the SUPER PSIHOLOG project is to set up the system of supervised practice in Slovenia. In order to achieve this, a comprehensive training program for supervisors has been developed and a model of supervised practice has been tested (two hours or more of supervision is provided to the supervisee every two weeks; an occasional use of e-virtual supervision besides regular live supervision meetings has been tested). An online platform for communication between the supervisee and supervisor and for documenting supervision meetings has been developed. Supervisors have been receiving supervision of their supervision (approx. 3 hours every two months) by 6 supervisors trained within the project specifically for doing supervision on supervision.

In future, we plan to continue with the supervision system developed in the SUPER PSIHOLOG project. We have developed a supervision agreement which needs to be signed by the supervisor and the supervisee and submitted to Slovenian Psychologists' Association. Web platform will serve for documenting the supervision meetings. The materials developed in the project will help supervisors and practitioners-in-training in carrying out different steps along the supervision process (develop the plan for supervised practice, evaluate supervision meetings, etc.). The biggest problem for the implementation of the developed system is that at the moment there have yet not been enough supervisors educated in supervision.

In the second part of the SUPER PSIHOLOG project, we will develop guidelines for supervised practice. We will search for sustainable solutions on how to continue with regular implementations of the training programme for supervisors and how to spread the network of supervisors. Supervisors and meta-supervisors from different fields have been trained in the project, and we hope that also with their help the network of supervisors will be able to grow more rapidly than in the past. Our ultimate goal is that all psychology graduates who would want to practice psychology (not only those who would want to obtain the EuroPsy certificate) complete a year of supervised practice under supervision of a trained supervisor that is working in the same field as the practitioner-in-training. This is not an easy goal to reach, as a large network of supervisors will need to be developed, which is why we will need to make progress in small steps.

In the next few years some supervised practice will need to be carried out also with supervisors that have not yet been trained for supervision, but only have received information about the EuroPsy competence model and how to evaluate the practitioners-in-training's competences. We are thinking about two possible solutions for the current situation:

- SOLUTION 1: The practitioner-in-training finds a trained supervisor, regardless of the fact that he/she may have also been assigned an untrained supervisor from his/her work

organisation. Supervision is carried out by the trained supervisor who also evaluates the practitioner-in-training at the end of supervised practice.

- SOLUTION 2: The practitioner-in-training informs the untrained supervisor that has been assigned to him/her for the probation period about the EuroPsy requirements, and then:
 - (i) the untrained supervisor searches for information on supervised practice requirements. For example, detailed information is available on Slovenian EuroPsy website. Guidelines for supervised practice will be available soon. There will be open access to all the materials developed in the SUPER PSIHOLOG project. Supervisors could attend workshops for EuroPsy applicants about the EuroPsy competence model and evaluation of competence that SPA has been organizing regularly;
 - (ii) the untrained supervisor possibly enrolls into the training programme for supervisors;
 - (iii) NAC offers the untrained supervisor support when evaluating the supervisee.

At the moment there are only two generations of psychology graduates that are eligible for obtaining the EuroPsy certificate by the regular procedure. Several individuals take supervision in addition to their regular probation supervision by an untrained supervisor and will be therefore be able to use solution 1. For a lot of practitioners-in-training, solution 2 will be more feasible in the next couple of years.

We plan on making progress towards the situation where all psychologists will be aware that supervision is important and necessary for high quality work and will therefore practice under supervision at least in their first year of work. In 2016, we will prepare a leaflet about supervised practice for students and graduates. In the SUPER PSIHOLOG, we will develop guidelines for supervised practice and disseminate them to the professional public. We will launch regular annual meetings with all universities educating psychologists and develop a plan on how to inform psychology graduates about supervised practice and its importance, so that they will ask for supervision when starting their psychological practice, which will hopefully produce some positive pressure on the untrained experienced psychologists to enrol into the supervision training programme.

The main risk for future developments of supervised practice system is the lack of funding for paying supervisors, the lack of recognition of supervision as a necessary part of psychologists' working tasks (no time is reserved for supervision within the working time) and also lack of opportunities in recent years for young psychologists to find a regular job.

3b Training of supervisors

■ National arrangement for training of supervisors is in place,

- arranged by the NAC
- arranged by the national psychologists association(s) (see Appendix 3b)
- offered by universities
- other
- Various arrangements for training of supervisors are in place
- There is no organised training program in the country
(evaluation procedure for *EuroPsy* applicants is specified in Appendix XX)

3c Level of training of supervisors (see Appendix V of the EFPA Regulations on *EuroPsy*)

- Most supervisors meet Level 1 criteria
- Most supervisors meet Level 2 or Level 1 criteria
- Most supervisors meet Level 3 or higher criteria
- Most supervisors meet Level 4 or higher criteria
- Most supervisors meet Level 5 or higher criteria (see Appendix 3c)
- Most supervisors do not meet *EuroPsy* training requirements (see Appendix 3c)

4. Recognition of Title, Licence to Practice, Revalidation & Continued Professional Development (CPD)



4a Recognition of title

- "Psychologist" is not a legally recognized and protected title
- "Psychologist" is a legally recognized and protected title
- "Psychologist" is a legally recognized and protected title for some areas of practice
(see Appendix 4a)

4b License to practice

- There is no license or entry in a register needed for practising psychology (see Appendix 4b)
- There is a license or entry in a register needed for practising in some areas of practice
- License or entry in a register is needed for practising psychology

4c Revalidation

There is no license or registration (see 4b); hence there is no revalidation

- License or registration is not restricted in time (No revalidation is required)
- Revalidation of the license to practice or entry in a register is required after XX years

5. Continuing Professional Development (CPD)

- Currently no requirements for CPD exist (see Appendix 5)
- Requirements for CPD exist, but less stringent than for *EuroPsy* revalidation
- Requirements for CPD exist, at least as stringent as for *EuroPsy* revalidation

6. Transitional arrangements

- No transitional arrangements apply currently for any category of *EuroPsy* applicants (special cases like education and training in a foreign country are excepted)

Transitional arrangements apply until the final EFPA deadline for transitional arrangements (see Appendix 6 for details)

Please indicate any challenges faced by your NAC in relation to transitional arrangements, and plans to address these.

7. Plans for future development of *EuroPsy* and any challenges faced by the NAC

- see Appendix 7



Appendix 1 Members of the NAC

Name	M/F	Area of expertise	Term of office (20xx – 20xx)	Association represented
Anja Podlesek	F	Research, teaching	2012–2016	SPA
Robert Masten	M	Research, teaching, clinical/health	2012–2016	SPA
Vita Poštuvan	F	Research, teaching, clinical/health	2012–2016	SPA
Maja Smrdu	F	Clinical/health	2012–2016	CCPS
Božena Stritih	F	Education	2012–2016	SPA
Blanka Tacer	F	W/O	2012–2016	SPA
Brigita Žugman	F	Social welfare, clinical/health	2012–2016	SPA
Gregor Žvelc	M	Research, teaching, clinical/health	2012–2016	SPA

Note. SPA = Slovenian Psychologists' Association. CCPS = Chamber of Clinical Psychologists of Slovenia.



Appendix 2a

NAC evaluated the study programmes in 2012. The structure of the programmes that were recognized as suitable have not changed much in recent years, but nevertheless a re-evaluation of the programmes will be done by the new NAC that will be appointed in 2016.

Explanation of response 3 (By a national accreditation authority, of which the judgements are accepted by NAC): For applicants that finished their studies abroad, a national accreditation authority compares the study programme with BSc and MA programmes offered by University of Ljubljana or University of Maribor (these programmes have been recognized by NAC as meeting the required EuroPsy standards). NAC would accept the recognition of the diplomas by the national accreditation authority.

Appendix 2b

A format of a 4-year pre-bologna study programme in psychology (University Degree in Psychology) has also been allowed in the transitional period, if the applicants also provided other evidence of their competence (see Appendix 6).

Appendix 3b

NAC arranged for the training of supervisors in collaboration with Slovenian Psychologists' Association and University of Ljubljana. We carried out two trainings, in 2009–2010 and in 2013, and trained 32 supervisors in the EuroPsy competence approach to supervision. In a 40-hour programme they learned how to use the EuroPsy competence model in supervision. They tested their supervision skills by carrying out 160 hours of supervision of internship.

In 2015, we started the project “Supervised practice of psychologists: Development of a training programme for mentors and a model of supervised practice – SUPER PSIHOLOG”, which is supported by Norway Grants 2009–2014 and by national funds of the Republic of Slovenia. In this project, the training programme we developed in the past (which focuses on the EuroPsy competence approach to supervision) has been upgraded in collaboration with the Norwegian Psychological Association. In the training programme that has already been completed until now, 25 supervisors participated in 160 hours of theoretical and practical workshops and learned what competences need to be developed in psychologists beginners, how to create supportive supervision environment, and how to promote self-care in their supervisees. At the moment, supervisors have been testing their skills by supervising two practitioners-in-training, meeting them individually twice per month, or by supervising an extended internship of at least one graduate student within their own organisation. They will carry out approx. 100 hours of supervision. Supervisors have been receiving supervision of their supervision (approx. 3 hours every two months). Our evaluation is that the developed training in supervision is equivalent to two years (part-time) of training.

Appendix 3c

From EuroPsy Regulations

Level 5: The supervisor satisfies the EuroPsy criteria. After having fulfilled the EuroPsy criteria, the Supervisor has at least 2 years of full-time independent practice (or its equivalent). The 2 years have been achieved within one specific context (e.g. health & clinical, education, work & organization).

As in Slovenia there is no authorised specialist training programme recognised by a relevant governmental body or a national association, except in clinical psychology, supervisors in most contexts will be on Level 5.

Thirty-two supervisors completed a one year (part time) training in supervision. Twenty-five supervisors and 6 meta-supervisors are in the process of a two-year training (part time) in supervision. By the middle of 2016, there will be 63 trained supervisors available in Slovenia.

In the coming years, before the network of supervisors is spread, additional supervisors, i.e. Level GP and Level D supervisors (as described in the EuroPsy Regulations) will need to be involved in the evaluation procedure for some EuroPsy applicants. Level GP supervisors will be registered EuroPsy psychologists without a formal training who understand the EuroPsy competence model because they needed to define and self-assess their own competences when they applied for EuroPsy certificate in the transitional period. Level D supervisors will need to get informed about EuroPsy requirements and evaluation of competence (NAC will offer support and guidelines for supervised practice will be available from 2016 on).

Appendix 4a

Areas of practice for which “Psychologist” is a legally recognized and protected title

The title “Psychologist” is not legally protected. The title “Specialist in Clinical Psychology” or “Clinical Psychologist” is used in documents of Ministry of Health, e.g. in the Order about the Programme of Specialisation in Clinical Psychology, and is a regulated profession within Ministry of Health.

Appendix 4b

License to practice

In healthcare (and clinical psychology), social welfare, education, and public administration, psychologists need to do a state exam before they are allowed to work independently in the field.

Appendix 5

Continuing Professional Development (CPD)

According to EAC suggestion, NAC facilitated the discussions within Slovenian Psychologists’ Association how continuous professional development could be evaluated, documented, and

monitored. In collaboration with NAC, the SPA Board for Professional Affairs will start developing a system for CPD evaluation and monitoring in 2016.

Appendix 6

Transitional arrangements: 4 years of academic training are required. In the pre-bologna educational system, only a 4-year study programme in psychology was offered and needed for work in psychology. This program was leading to the title University Degree in Psychology, which is now at the national level legally recognized as equivalent to the title Master of Psychology. In this programme, students had to complete courses in the amount of 240 ECTS points. In addition to that, they did a one-month internship and research and completed their thesis.

In the transitional period, applicants need to attach the following to the application: (a) CV, (b) an officially authenticated copy of diploma(s), (c) an officially authenticated copy of a state exam diploma if existing, (d) a signed confirmation of an employer for at least 3 years of independent psychological practice in the last 10 years, (e) a list of CPD activities in the last 10 years (> 240 hrs), (f) proofs of CPD (> 120 hrs), (g) self-assessment of competences.

Not all applicants could fulfil the conditions for receiving the certificate according to the transitional arrangements by March 31, 2015. According to the Higher Education Act, the last possible date for graduating from the pre-bologna study programmes is Sept 30, 2016, so there are some fresh graduates from the pre-bologna programmes who did not have the opportunity to obtain three years of work experience. Those who enrolled in the pre-bologna study programme in 2008 (the last year before the Bologna reform), graduated at the end of 2013 or later, meaning that until the end of the grandparenting period they could get at most one and a half year of work experience. Due to the present economic crisis, most young psychologists face difficulties with getting their first job as psychologists or can only get a short-time job. Work experiences may also not be gained due to the maternity leave, health problems, etc.

Applicants who did not have three years of independent practice, but submitted their application before March 30, 2015, were given another two years by NAC to fulfil this requirement. But very recent graduates from the old, pre-bologna study programmes also wish to obtain the certificate, and they do not fulfil the requirements of the regular arrangements. Also, some psychologists who are not members of SPA, were not informed on time about the certificate, but they are interested in obtaining it.

NAC proposes that all such late applicants are addressed individually until the final EFPA deadline for transitional arrangements. Applicants need to attach to the application an extensive explanation about the reasons for the delay in their submission of the application.

Appendix 7

(the final appendix is confidential and is intended to help NACs to identify achievements and challenges in relation to *EuroPsy* in the country. It will not appear on the EFPA website).

Achievements

1. Regular workshops for applicants about filling-in the application were successful and we reached quite a high coverage of psychologists.
2. We are proud of the SUPER PSIHOLOG project and its outcomes. Experiences that we gained could be helpful to other countries that still need to develop a system of supervised practice.

Plans for future development

1. to develop a CPD evaluation and monitoring system
2. to implement S-EuroPsy in psychotherapy
3. to develop an EuroPsy alumni club and the mailing-list for information and publicity, to offer some benefits to EuroPsy holders (at conferences, workshops, etc.)
4. to search for innovative ways of information and publicity; target groups: students, employers, competent authorities
5. to launch annual meetings with universities and developing a common strategy of EuroPsy promotion
6. to resolve the conflict with the Chamber of Clinical Psychologists of Slovenia
6. to collaborate with Slovenian Psychologists' Association and the Chamber of Clinical Psychologists of Slovenia in variety of activities
7. to disseminate the SUPER PSIHOLOG outcomes and experiences to other countries

Challenges

1. At the beginning of EuroPsy awarding, the Chamber of Clinical Psychologists of Slovenia collaborated with Slovenian Psychologists' Association in the activities related to EuroPsy. A common ethical committee was formed and a representative of the Chamber was a member of NAC. During the appointment term, the Chamber developed a negative attitude towards the certificate and rejected further collaboration. The main reason, as they wrote, is that "in Slovenia the clinical psychologists' practice is regulated with the healthcare legislation, and

awarding EuroPsy is against that legislation and against Article 9 of the EuroPsy Regulations". The Chamber requires that the certificate should be harmonized with the legislation in the area.

The dispute has appeared because the certificate in the field of clinical and health psychology is also awarded to competent psychologists who are not specialised in a programme of Medical Faculty at University of Ljubljana where they gain an official title Specialist of Clinical Psychology, but work in healthcare as well, e.g. in the field of medicine of work, traffic, and sports or in the area of social welfare. It is also issued to psychologists who have private psychotherapy practice or offer other types of psychological counselling, those who work in non-governmental organisations helping people with mental health problems, in the area of health promotion, at public health institutes and elsewhere, where primarily clinical psychological methods are used and the population and the problems the psychologist is dealing with can be clearly put into one of the three broad EuroPsy fields, i.e. clinical and health psychology.

The possible solution to this dispute could be the renaming of the broad field. The name of the field "clinical psychology" on the certificate (in Slovene: Klinična psihologija) would be used strictly for specialists in clinical psychology, whereas for all the rest Health Psychology field would be used (in Slovene: Psihologija zdravja; we would need to find the term that would properly cover all non-clinical psychologists that are at present classified in the broad field of clinical and health psychology). This would, however, probably also require the reform of the definition of contexts in EuroPsy Regulations.

2. A huge challenge is how to reach sustainable implementation of supervised practice:

- where to find the funds needed to provide trainings in supervision and monitoring of supervised practice,
- how to inform employers about the need for supervised practice in some areas of psychology and not hurt the competitiveness of practitioners-in-training,
- how to get in contact with competent authorities in the regulated fields and explain the benefits of supervised practice. For example, Ministry of Health rejected our proposal for the meeting where we would introduce our model of supervised practice. Their explanation was that probation period has currently been already regulated properly enough within the healthcare legislation.

3. Because there are not yet enough trained supervisors, a challenge is how to get the untrained supervisors to be willing to accept the EuroPsy competence model and evaluation of competence, and help practitioners-in-training in obtaining the EuroPsy certificate.

4. NAC would also wish to switch from processing the paper applications to electronic ones, but technological support (for document safety) would be needed for that.