



The Professional Board for Psychology

Minimum standards for the training of Psychometry

February 2019

QUALIFICATION:	Board approved BPsych degree (Psychometry)
FIELD:	Health and Social Sciences or Human Sciences
SUB-FIELD:	Health Sciences or Human Resources
NQF LEVEL:	8
CREDITS:	480

RATIONALE AND PURPOSE FOR THE QUALIFICATION

The qualification is aimed at producing competent, ethical and professional Psychometrists who can meet the psychological needs of the people living in South Africa.

The Professional Bachelor of Psychology (BPsych) degree (Psychometry) is aligned with the National Framework for Human Resources for Health in South Africa and the National Qualification Framework for Education and is responsive to the psychological needs of the South African population.

The qualifying practitioner will be registered with the Health Professions Council of South Africa (HPCSA) as a Counselling Psychologist in Independent Practice.

Definition of Psychometrist

Psychometrists are psychological professionals responsible for:

- (i) performing psychometric assessments in a variety of contexts;
- (ii) administering, scoring, interpreting, report-writing and providing feedback based on psychometric assessments; and
- (ii) contributing to the development of psychological tests and procedures particularly for the South African context.

In order to promote the psychological wellbeing of the diverse South African population.

LEARNING ASSUMED TO BE IN PLACE

- A National Senior Certificate (or equivalent) with degree endorsement
- It is strongly recommended that the applicant is proficient in basic computing skills at NQF level 3.

RECOGNITION OF PRIOR LEARNING

The recognition of prior learning (RPL) is within the ambit of higher education institutions and may contribute to access and attainment of this Qualification. In accordance with the RPL Policy of a University, candidates may be given RPL up to the stage when the students are required to register with the HPCSA as student Psychometrists. Candidates may need to enrol for further learning to meet entry criteria for Psychometry programmes.

ACCESS TO THE QUALIFICATION

Admission to an accredited BPsych degree in Psychometry is open to applicants in possession of a National Senior Certificate with degree endorsement or the equivalent of an NQF level 4 qualification and who satisfy other requirements as stipulated by the training institutions.

MINIMUM COMPETENCIES

The following exit level outcomes (ELO) must be achieved by the applicant to be awarded the qualification:

1. Psychological Assessment

Psychometrists will demonstrate an understanding of:

- a) The science of Psychometrics
- b) The purpose of psychological assessment
- c) The ethical and best practice standards related to the practice of psychological assessment.
- d) Factors that impact on test performance and how their impact can be minimised.
- e) Cultural sensitivity in the application of psychological assessment measures and psychometric principles
- f) The administration of tests and perform screening of psychological functions, including but not limited to cognitive, interests, aptitudes and personality in a range of settings.
- g) The administration, scoring and interpretation of psychological tests in which they have been trained, excluding projective techniques and personality instruments that lead to diagnosis of pathology. Psychometrists will be able to perform basic psychological observations and interviews.

- h) The undertaking of these psychological assessment activities in a variety of settings (health, counselling, education, commerce, etc.).
- i) The identification of clients requiring more advanced psychological assessment, including preliminary assessment of mental status, so as to refer these clients to psychologists or other professionals for further assessment.
- j) Computer based testing and internet based testing

2. Psychological Interventions

Psychometrists will have the ability to:

- a) Provide verbal and written feedback to clients on results of psychological assessments performed
- b) Provide basic counselling if the need arises

3. Professional Practice

- a) Refer to relevant professionals in a variety of settings. This will include the ability to write appropriate referral reports.
- b) Identify and network with local resources and facilities for clients with particular needs, in order to empower clients to access these resources.
- c) Conduct psychological assessment and research in a manner which is cognizant of and sensitive to socio-economic status, culture, race, gender, disability, sexual orientation, and other forms of diversity.
- d) Understand relevant aspects of legislation impacting on psychological practice.
- e) Have competence in skills such as information management (maintaining records and psychometric instruments), financial and human resource management, and entrepreneurship.
- f) Establish protocols and contracts with clients (private and public entities, individuals, groups).
- g) Adhere to their scope of practice in accordance with their recognized education and training.

4. Development and Selection of Assessment Instruments

- a) Psychometrists will be able to participate in the development of policy in respect of psychological assessment in a variety of sectors.
- b) Psychometrists will be able to contribute to the design, adaptation, management and evaluation of psychological assessment procedures and research their

usefulness in diverse settings and organizations such as health, education and labour.

- c) Psychometrists will have the ability to conduct needs analysis regarding psychological assessment in diverse settings and organizations, and to select/compile appropriate batteries of tests within their scope of practice

5. Research

- a) Psychometrists will have the ability to design and implement research which contributes to the usefulness, psychometric properties, norms, development and adaptation of psychological assessment instruments, to report on such research, and implement the findings of such research in policy and practice.

6. Ethics and Legislation

- a) Psychometrists will have a thorough knowledge of the code of professional ethics of the HPCSA and the Professional Board for Psychology
- b) Psychometrists will have the ability to conduct psychological assessment and research in accordance with guidelines for professional practice of the HPCSA and the Professional Board for Psychology
- c) Psychometrists will have knowledge of relevant legislative frameworks which impact on psychological practice and research.
- d) Psychometrists will have the ability to conduct research and practice in accordance with these legislative parameters

CRITICAL CROSS-FIELD OUTCOMES

1. Assessment Criteria

- a) Identifying and solving problems is demonstrated during the assessment and planning phases of client care as well as during the intervention phase of client care.
- b) Critical and creative thinking skills are used in developing therapeutic interventions.
- c) Working effectively with others as a member of a team, group, organisation or community is demonstrated in the interactions with other psychologists and health professionals.

- d) Cultural and aesthetic sensitivity is evidenced through providing acceptable and satisfying professional care across social contexts.
- e) Organising and managing the self is demonstrated in the successful management of clients.
- f) Collecting, analysing, organising and critically evaluating information is indicated in the successful generation and execution of research and appropriate psychological services.
- g) Effective communication, both verbally and in writing, is demonstrated through the successful engagement of clients, the psychological team, other health professionals and the broader public and other relevant stakeholders in all spheres of practice.
- h) Demonstrating an understanding of the world as a set of related systems is indicated in the range of activities of the successful Counselling Psychologist and how this professional locates her/himself within the broader psychology system.
- i) Continuous self-assessment is performed as indicated in the life-long learning activities and accompanying professional growth.

INTEGRATED ASSESSMENT

Formative and summative assessment strategies should be used throughout the qualification programme to ensure that exit level and cross critical outcomes are met.

Formative assessment may include:

- Class Tests
- Written and practical assignments
- Practical assessments, for example, client assessment
- Literature reviews
- Case studies
- Class presentations
- Seminars
- Peer evaluations
- Simulations in structured learning environments
- Learning portfolios.

Summative assessments include:

- Written examinations
- Formal tests

- Written and practical assignments
- Oral examinations
- Practical examinations
- Supervisor reports (where application)
- Objective simulated evaluation scenarios.

INTERNATIONAL COMPARABILITY

This qualification, compared to similar qualifications internationally, produces a comprehensive and balanced practitioner, equipped to address issues of explaining testing procedures to clients, answering questions, administering tests, scoring tests, analysing data, interpreting results, writing reports and communicating results to other mental health care professionals. Psychometrists internationally are part of research or health care teams that specialize in administering, scoring, analysing and interpreting psychological tests.

ARTICULATION POSSIBILITIES

Horizontal and vertical articulation with the following programmes is possible.

- Horizontally with Bachelor of Psychology – Registered Counsellor
- Vertically with Master's Degree in Psychology
- Vertically with Doctorate in Psychology after Master's Degree in Psychology