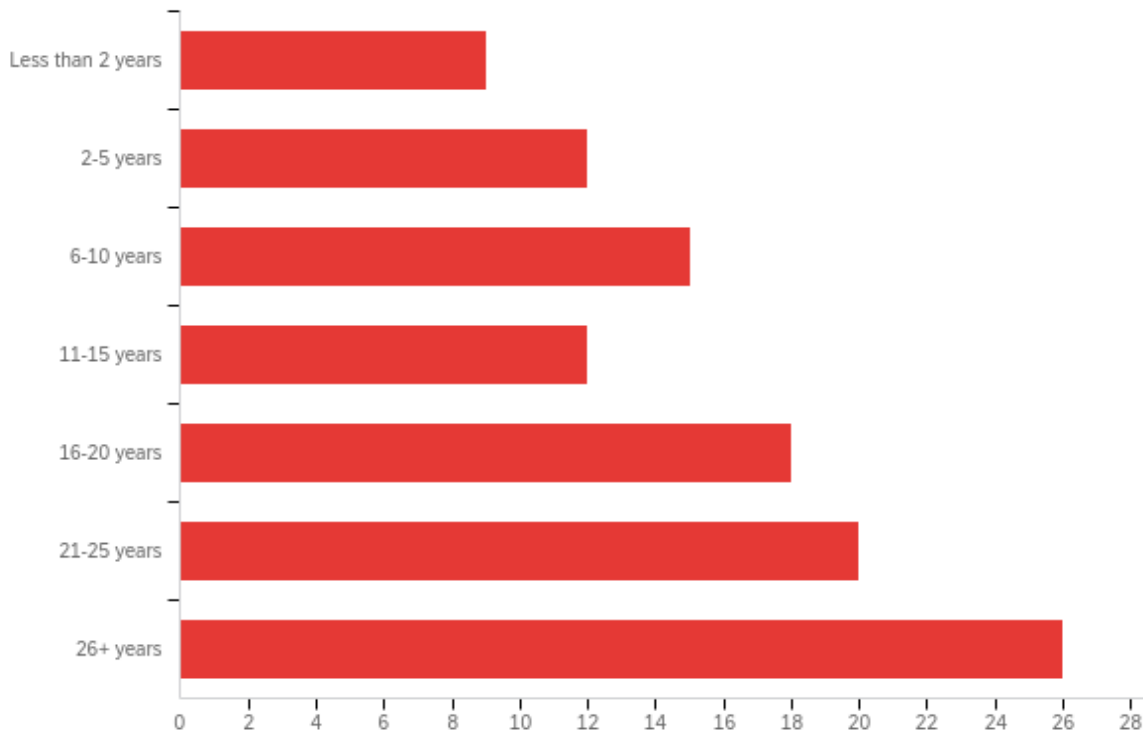


APNL Psychologist Survey Feb 2022 – Key Findings

NL Psychologists were surveyed during the first week of February 2022. Questions were asked of all participants (N=112), current public sector Psychologists, former public sector Psychologists, and Psychologists employed in full-time private practice.

All Respondents (N-112)

Years of practice as a Psychologist



#	Years of practice as a Psychologist	Answer	%	Count
1	Less than 2 years		8.04%	9
2	2-5 years		10.71%	12
3	6-10 years		13.39%	15
4	11-15 years		10.71%	12
5	16-20 years		16.07%	18
6	21-25 years		17.86%	20
7	26+ years		23.21%	26

Registration Level

Master Level 67% (N=75)

Doctoral Level 33% (N=37)

Current place(s) of employment (as indicated, many Psychologists hold additional second positions such as part-time private practice or teaching)

#	Question	Primary Workplace		Secondary Workplace		Additional Workplace		Total
1	Health	88.10%	37	2.38%	1	9.52%	4	42
2	Education (K-12)	90.91%	30	3.03%	1	6.06%	2	33
3	Post-Secondary	66.67%	10	13.33%	2	20.00%	3	15
4	Retired (no longer practicing)	0.00%	0	0.00%	0	0.00%	0	0
5	Full-time private practice	92.59%	25	3.70%	1	3.70%	1	27
6	Part-time private practice	31.11%	14	55.56%	25	13.33%	6	45
7	Moved out of province	20.00%	1	40.00%	2	40.00%	2	5
8	Employed as something other than a Psychologist	75.00%	3	25.00%	1	0.00%	0	4

What do you enjoy about your work as a Psychologist? What keeps you passionate and/or interested in this field? (selected representative examples)

“I do this work because of the clients/patients and because I know psychological treatment is desperately needed and actually proven (with true evidence) to be highly effective. I think the pandemic has clearly shown how essential Mental Health is to overall health and functioning. There really is no health without mental health and people are getting that”

“Knowing that my clinical work directly helps people, the intellectual challenge of working out how to address someone's issues, working with others as part of a team”

“Being able to help individuals work through difficult moments or issues in their life.”

“Working with the clients; the ability to continually learn and grow and develop as a professional”

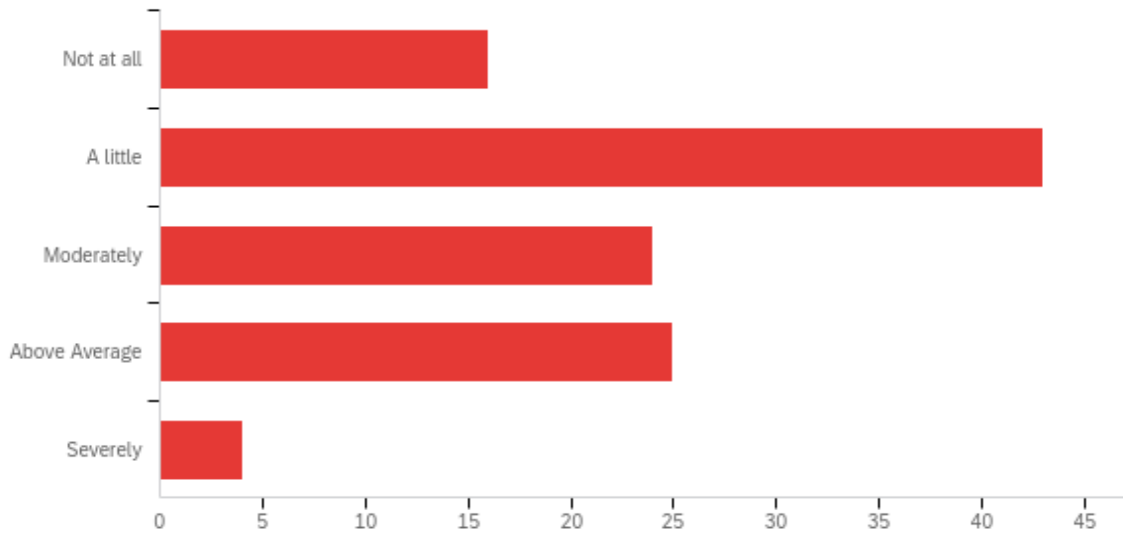
“Applying my specialized skills as a scientist-practitioner on a daily basis, helping children and families, providing mental health care to the public (as a public sector employee), answering children's/adolescent's questions about their functioning via psychological assessments, working on a team of psychologists and the peer support provided through those interactions”

“Helping clients understand and cope with their symptoms/issues and contribute to improved quality of life”

“I love the time I spend hands on with clients, practicing in areas I feel competent in/passionate about, and seeing change occur. I also enjoy practicing to the full scope, including supervision and assessment.”

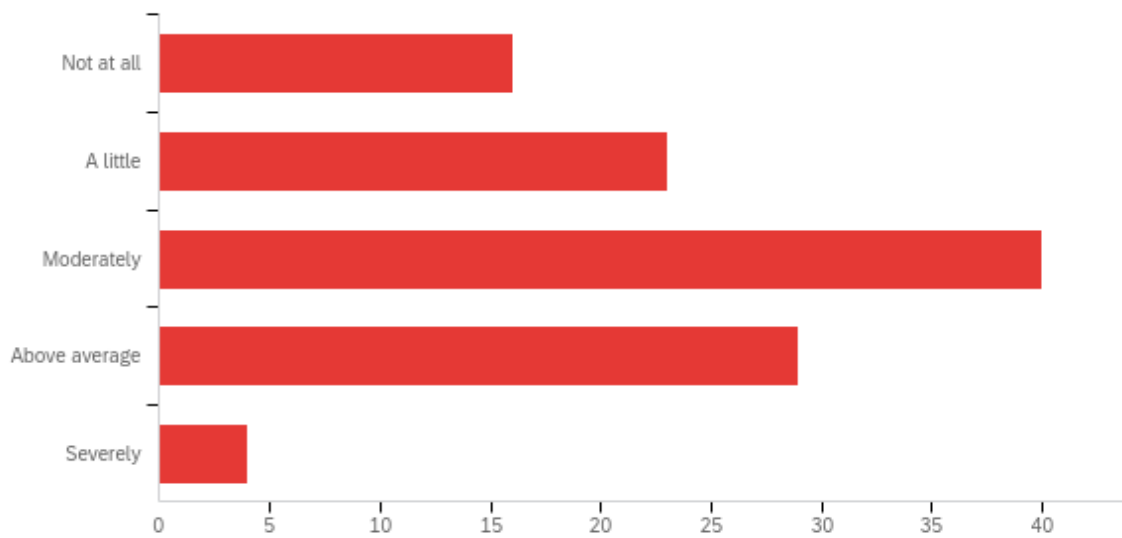
“love my work with clients, being able to make a significant difference in their lives, making use of unique skill set as a Psychologist”

**Many professionals have reported symptoms of professional burnout.
Overall, do you currently feel you are experiencing burnout?**



Not at all	14.29%
A little	38.39%
Moderately	21.43%
Above Average	22.32%
Severely	3.57%

How strongly do you feel these feelings are due to the COVID pandemic?

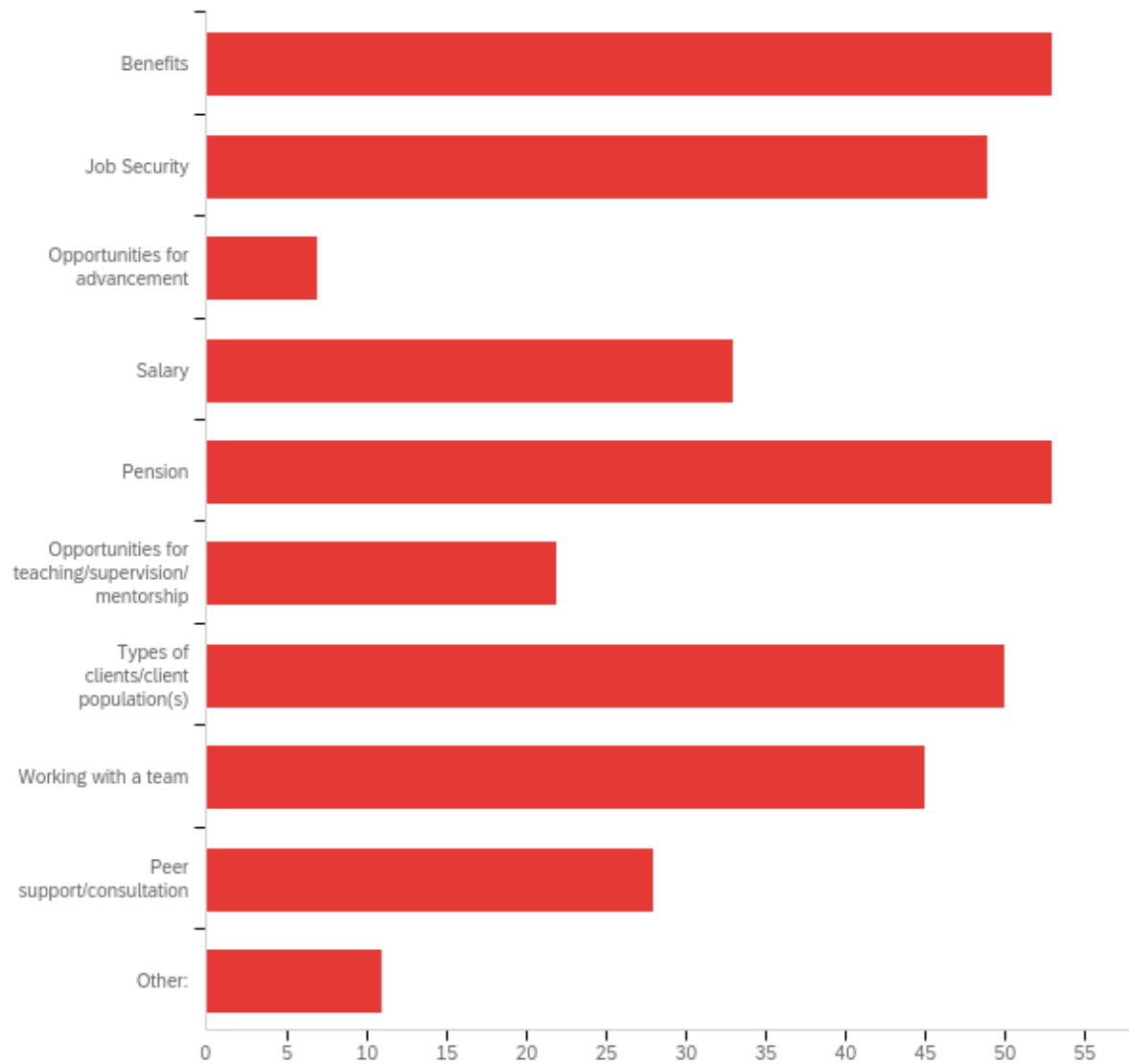


Answer	%
Not at all	14.29%
A little	20.54%
Moderately	35.71%
Above average	25.89%
Severely	3.57%

Public Sector Psychologists (N=71 total)

Health (N=30), Education (N=28), Post-Secondary (N=10), Other (N=5)

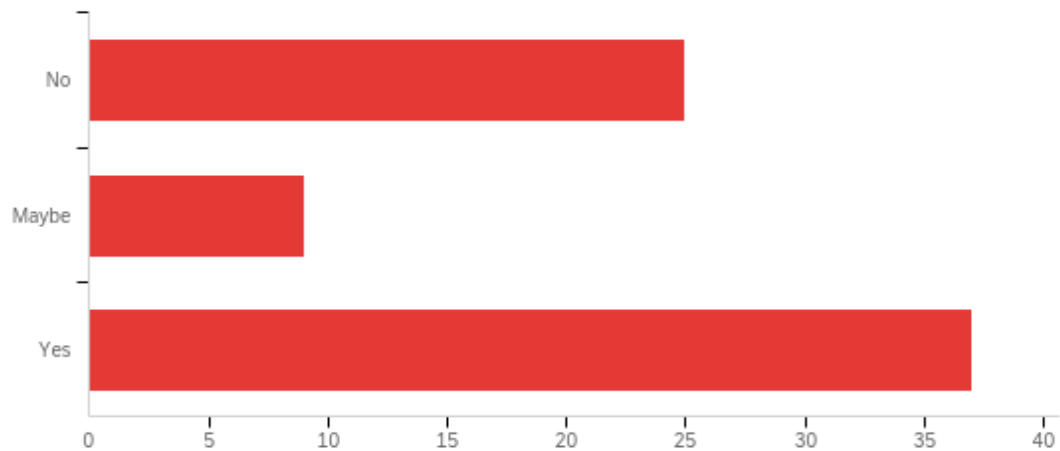
Please indicate the reasons why you work in your current public sector position.



Most common responses:

1. Benefits
2. Pension
3. Job Security
4. Types of clients/populations
5. Working with a team

Have you recently considered leaving your current position?



No	35.21%
Maybe	12.68%
Yes	52.11%

If you are considering leaving your current public sector position, what changes in your current employment arrangement might lead you to reconsider?

(most common responses)

1. Increased respect
2. Increased autonomy
3. Better understanding of the role, education, and/or skills of Psychologists
4. Increased salary
5. Increased opportunities to use Psychology skills
6. Increased financial support for education/training opportunities

How much of an impact has the uncertainty about your role, job description, and/or structural/institutional changes impact this consideration?

None at all	8.70%
A little	17.39%
A moderate amount	26.09%
A lot	23.91%
A great deal	23.91%

“There is constant discussion of seemingly ominous, impending changes to the program I work in at EH. There does not seem to be a role for psychologists within these incoming structural changes. Psychologists have not been asked for input, and do not appear to be viewed as mental health specialists within this new system (although, of course, we are). These impending changes, and the limited communication we have received from upper management re: these changes, certainly contributes to my uncertainty about staying in this role/thinking about applying to different roles and/or leaving for a private sector job.”

Changes have increased blurring of psychologist' role with guidance counsellors, and looming uncertainty of being moved to Dept. of Health

Trying to move all psychologists into health and total uproot the career I have built has led me to explore jobs in other areas of Canada and the world

The premiers task force recommendation to combine psychologist in health and education. I feel it is to the detriment of the children we work with.

Not being involved or having knowledge of changes has greatly impacted focus and concentration in Current role and worry about the future of the profession as a whole in the province is concerning

If you indicated that you have recently considered leaving your current position, what alternatives were you considering?

Full time private practice – 31%

Part-time private practice – 15%

Moving out of province – 12%

To employment in a different sector position as a Psychologist (different employer) - 9%

Retiring (no longer practicing) 9%

To employment as something other than a Psychologist – 8%

To employment in a different sector position as a Psychologist (same organization) – 7%

To employment in the same public sector, but not as a Psychologist – 6%

Other – 1%

Former Public Sector Psychologists (N=49)

Previously worked in Health (N=25), Education (N=14), Post-secondary (N=10)

After leaving the public sector, where did you work?

Full Time private practice – 52%

Part-time private practice – 18%

Employed as something other than a Psychologist – 9%

Employed in a different public sector position as a Psychologist – 7%

Moved out of province – 2%

Other – 11%

What factors impacted your decision to leave your public sector position?

Top Factors:

1. Lack of understanding about the role, education and/or skills of Psychologists
2. Lack of respect
3. Workload level
4. Lack of understanding of the scope of practice of all mental health clinicians
5. Lack of Autonomy
6. Limited opportunities for promotion
7. Salary

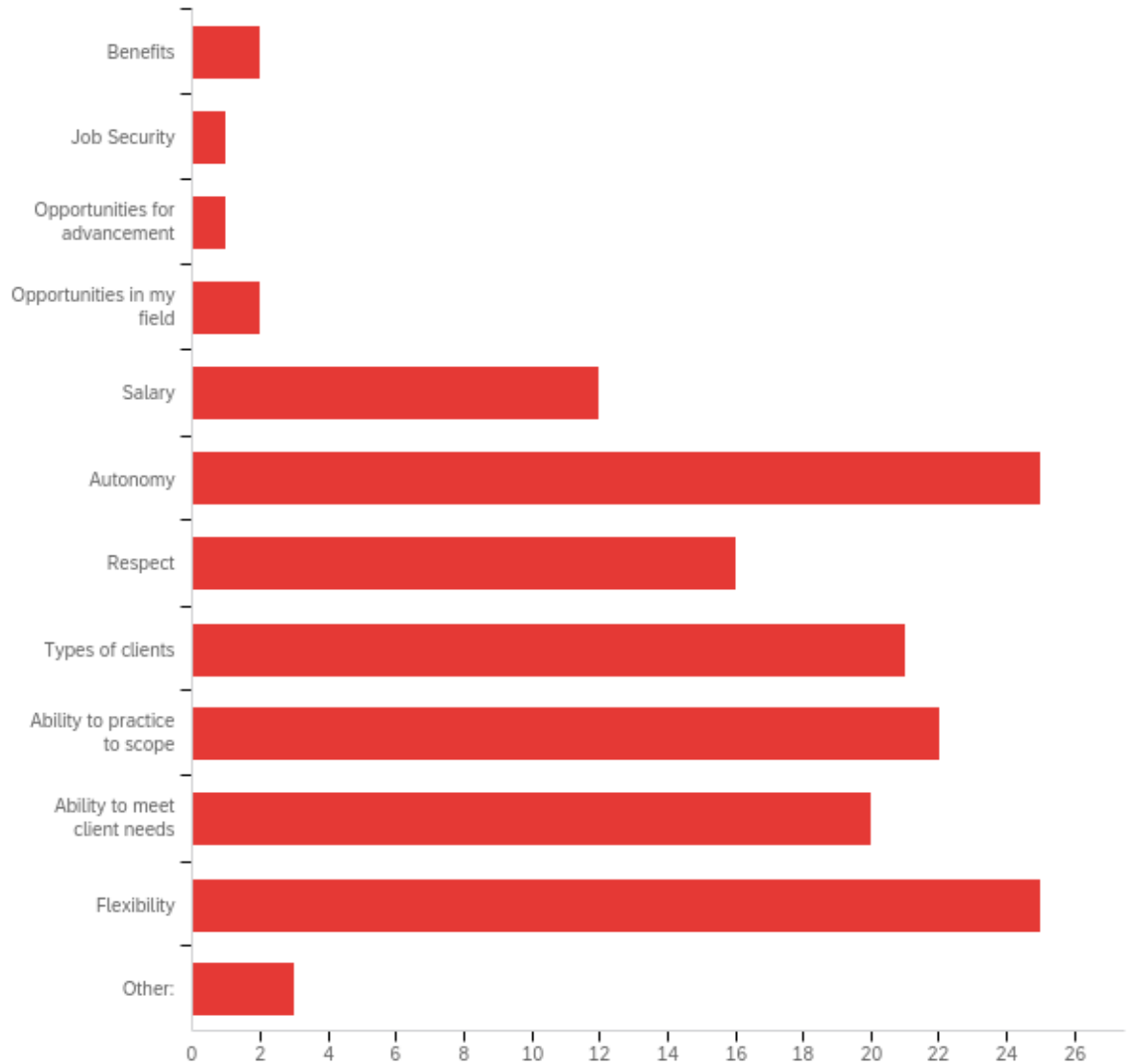
What factors would have kept you working within the public sector? (open ended question).

Most common themes:

- autonomy
- respect
- understanding of the training of Psychologists
- increase in salary
- ability to work fully to scope of practice

Psychologists in Full Time Private Practice (N=29)

Please indicate the reasons why you work in private practice.



Most common:

- Autonomy
- Flexibility
- Ability to practice to scope
- Types of clients
- Ability to meet client needs
- Respect
- Salary

What do you think might help with recruitment/retention and improve work conditions as a Psychologist in this province? (open ended, all respondents)

Most common themes:

- Increased respect
- Increased autonomy
- Increased pay
- decreased workload
- better understanding of the unique skills and training of Psychologists
- need to have Psychologists included when decisions are being made/new programs being considered
- need for better understanding of the importance of supervision, and the time requirements involved

Selected representative comments:

Increased autonomy for psychologists to practise psychology under management by a psychologist; fair salary and benefits specifically EAP and health related benefits, ombudsman or reasonable grievance process and annual review of professional development/satisfaction

I have come to recognize that Psychologists are the most disrespected and under-valued healthcare professionals in this province. All signs indicate that while the people of NL want our care and have been vocal about the need for longer term treatment beyond just MH support, there appears to be no interest within government for what we can offer and a major bias with regard to mental v. physical healthcare, although our colleagues in other health professions see our value.

Recognizing, respecting, and optimizing scope of practice within psychology; elimination of the minimization of Psychology's skills and unique skill set; having Psychology be present and at the table where Mental Health decisions, programming, and "innovations" are being discussed.

For school psychology - direct recruitment of MUN psychology students, remove Bachelor of Education requirement from job postings/qualifications

allow us to work in our scope of practice and stop minimizing the value of our training, hire us as managers and decision-makers based on our training, take a stand on the assessment and diagnosis of learning disabilities for the protection of our clients

Clear role for school psychologists distinguished separate from guidance counsellors, respect from management, understanding of our role and scope of practice, more planning for mass school psychologist's retirement in 5 years

Practice scope of practice; have a say in their professional practice and not at the mercy of those who do not know the profession but are making the decisions. Case in point - Doorways program. Psychologists should not be tied up with drop ins on a regular basis when they have skills for more defined therapeutic

interventions that are beyond the "crisis"; professions treated as a separate profession with advanced training in specific skills - more than a "counselor"

Recognize psychologists skills: clinically, assessment and evaluation. Let psychologists practice their full scope of skills. There tends to use a melting pot approach where any discipline can "counsel". I'd like a mosaic approach where unique skill set of each discipline are respected and valued. I have it in my team but know others are not so fortunate

The number of psychologists needs to increase significantly in the public sector and working conditions need to improve regarding autonomy, respect for the role of psychology, benefits and continuing education. These measures would also be helpful for private practice psychologists who are equally demoralized and overwhelmed when they have to turn people away because waiting lists are full. Better insurance coverage for clients would help improve access (although this would put additional strain on those waiting lists).

Respect, recognition, salary, autonomy

to be given the same treatment as other professionals with similar years of training

Increased autonomy, respect, clear role delineation, involvement with management/government in decisions that will impact my ability to deliver services. Better incentives/recognition for senior psychologists/focus on retention before being able to deal with recruitment. Better understanding of how Psychologists provide complementary skills to other health care providers, but that we possess unique and highly advanced skills (10plus years of University, huge levels of responsibility in terms of supervision, diagnosis, etc.)