

ROLE OF THE ALLIED HEALTH PRACTITIONERS COUNCIL

The Allied Health Practitioners Council of Zimbabwe (AHPCZ or Council) is a regulatory body established by the Health Professions Act (Chapter 27:19). Its mandate is to register and regulate allied health practitioners in terms of the Health Professions Act. The AHPCZ is mandated in terms of the Health Professions Act among other things to:

- Promote and protect the health of the public;
- Manage, administer and set policies relating to the professions registered with the AHPCZ;
- Investigate complaints relating to the professional conduct of practitioners, interns and students;
- Administer the registration of persons governed by the AHPCZ; and
- Set standards for the education and training of intending practitioners.

For the better exercise of its functions, the Council shall have power to do or cause to be done all or any of the things specified in the Second Schedule, either absolutely or conditionally and either solely or jointly with others.

The AHPCZ regulates the education and training of Psychologists in Zimbabwe. This is done by setting standards for education and training and ensuring that the standards are adhered to. The AHPCZ therefore has a statutory obligation to act on behalf of the profession by providing guidance to the profession to ensure that practitioners act in the interest of the public. It is the role of this Council to increase service user protection through the examination and certification of Psychologists who demonstrate competence in approved specialty areas in the profession of Psychology. To carry out its mandate, the AHPCZ collaborates with other statutory bodies such as the Health Professions Authority (HPA), [Zimbabwe Council for Higher Education \(ZIMCHE\)](#) and any others where necessary. These regulations have been developed to ensure Psychologists practise their profession or calling within their scope of practise.

1.0 SCOPE OF PRACTICE OF PSYCHOLOGY

In addition to the scope of the profession as prescribed in these regulations, the following acts shall be construed as constituting the practice of psychology: —

- (a) the measurement, assessment or evaluation of —
 - i. the intellectual abilities or capacities; or
 - ii. the occupational or educational aptitudes or interests; or
 - iii. the motivational dispositions; or
 - iv. the emotional reactions or problems of adjustment; or
 - v. the personality characteristics or traits; or
 - vi. the mental health; of any human individual by the administration of any test, scale, task, examination or other such measuring technique; or
- (b) the tendering to any person of any form of advice, guidance, instruction or order regarding any aspect of his past, present or future life or behaviour on the basis of the results of an assessment or evaluation referred to in paragraph (a); or
- (c) the use of any —

- i. instrument or device specified by the Minister by statutory instrument; or
 - ii. galvanometer, ohmmeter, pneumograph, cardiograph, polygraph, electroencephalograph or other such instrument or device; for the purpose of measuring or purporting to measure any psychological or emotional reaction or state in a human individual; or
- (d) the use of any form of psychotherapy or treatment, including psychoanalysis or its derivatives, group therapy, behaviour therapy and conditioning techniques, hypnosis and suggestion, which is directed towards or purports to be directed towards changing the personality or emotional reactions or motives or any other personal characteristics of a person or group of persons, whether or not that person or member of the group of persons agrees to or requests such use; or
- (e) the carrying out of research—
- i. in any of the matters specified in paragraphs (a) to (d); or
 - ii. involving or attempting to involve the manipulation or change of personality, emotional reaction, motivation or values in human subjects, whether experimental or therapeutical or for any other reason; or
- (f) the instruction of any person in—
- i. the use of methods of measurement, assessment or evaluation referred to in paragraph (a); or
 - ii. the use of any instrument or device referred to in paragraph (c) for the purposes referred to in that paragraph; or
 - iii. the methods of psychotherapy or other treatment referred to in paragraph (d); or
- (g) the communicating to any person of the results of—
- i. any measurement, assessment or evaluation in terms of paragraph (a)
 - ii. of the psychological characteristics of that person or any other person, whether the assessment procedures have been carried out by the person communicating the results or any other person; or
 - iii. any use of an instrument or device referred to in paragraph (c) for the purposes referred to in that paragraph

2.0 Only a qualified psychologist should perform the acts specified in clause 1. A qualified psychologist is anyone registered with Allied Health Practitioner Council as a psychologist. Anyone teaching psychology should be registered with Allied Health Practitioner Council. Allied Health Practitioners Council should have a say in the psychology curriculum taught at institutions of higher learning.

3.0 The following acts shall not be construed as constituting the practice of psychology—

- a) the use by a teacher, lecturer, inspector or examiner at a school, college, university, educational or research institution or place of work of any measurement, assessment or evaluation of the psychological characteristics of a person—
 - i. which is necessary for the proper progress of a course of instruction; and
 - ii. in which no use is made of any part or parts of a test or testing procedure the use of which is restricted by the authors of the test or the owners of the copyright in the test or by the Minister by statutory instrument to psychologists only;
- b) the use of any method or technique referred to in of Section (1) by a student at a college, university or research institution which—
 - i. is a necessary part of his studies; and
 - ii. is conducted under the direction of a registered psychologist;

- c) the use of an instrument or device referred to in paragraph (c) of Section (1) for purely physiological or medical purposes by—
 - i. a person who is registered in terms of the Health Professions Act [Chapter 27:19] in the course of the profession or calling in respect of which a person who is registered; or any other person under the direct supervision of a person referred to in subparagraph (i);
- d) the carrying out of research into any psychological or social factors if the person carrying out the research does not—
 - i. falsely purport to be a qualified psychologist or to have the support or authority of a registered psychologist; or
 - ii. use a method or technique referred to in of Section (1);
- e) the treatment of human ills by prayer through spiritual means alone.

4.0 Authorisation

4.1 The provisions of the regulations shall not apply in relation to the use of a psychological test specified by authority given by a registered psychologist or the Allied Health Practitioners Council in terms of the First Schedule if:

- a) The test is used by a person who has been granted authority in terms of subsection (2) to use that test; and
- b) The test is used for purposes authorised in terms of Section (1) and
- c) Any restrictions imposed in terms of Section (1) are complied with; and
- d) The test is used whilst the authority in terms of Section (1) is valid; and
- e) The conditions set out in section (5) are complied with.

4.2 An authority for the purposes of section 4.1 may be issued by a registered person or council, in writing, clearly indicating:

- a) The tests which may be used by the person so authorised; and
- b) The purposes for which the tests may be used; and
- c) Any restrictions considered necessary or desirable relating to the use of the tests; and
- d) The period of validity of the authority

4.3 A registered person who grants an authority in terms of section 4.2 shall accept responsibility for the proper use and interpretation of the tests concerned.

4.4 Where the council grants an authority in terms of section 4.2, it shall specify on that authority the name of a suitable person who is prepared to accept responsibility for the proper use and interpretation of the tests concerned.

5.0 the provisions of the regulations shall not apply in relation to the use of a psychological test specified in the Second Schedule if:

- a) The test is used by a person who is authorised by a registered psychologist to use that test; and
- b) The registered psychologist concerned –
 - i. Is present during the administration of at least part of the test; and
 - ii. Checks all interpretations of the results of the test; and
 - iii. Communicates the results of the test to the person concerned or supervises the communication of such results; and

- c) The conditions set out in section 5 are complied with.

6.0 The conditions under which all psychological tests are used are that:

- a) No test shall be used by, or lent or left exposed to, a person who is not authorised to use the test;
- b) The content of a test shall not be used for coaching or practising purposes; and
- c) Any used test answer sheet papers shall be destroyed or returned to its source as appropriate in the circumstances; and
- d) The results of the test shall be kept confidential, and no information derived from the results of the test shall be disclosed to any person other than a person whom the user of the test or the registered person concerned is satisfied is a responsible person who has some valid and good reason for receiving the information; and
- e) The privacy of the person in respect of whom the test is used shall be respected; and
- f) There shall be a valid reason for using the test, and the test shall be used only for the purpose intended by the author of the test; and
- g) The test should have proven scientific reliability and validity.
- h) The results of the test shall not be notified to a person who is likely to misunderstand the information given.
- i) Only authorised and registered persons competent in the use of the psychological test shall use such test.
- j) Where online or computerised testing is used the registered person shall:
 - i. Be present during the administration of at least part of the test; or
 - ii. Check all interpretations of the results of the test; and
 - iii. Communicate the results of the test to the person concerned or supervises the communication of such results.

7.0 SCOPE OF PRACTICE OF CLINICAL PSYCHOLOGISTS

- (a) In addition to the scope of the profession as prescribed in the regulations, the following acts fall within the scope of practice of clinical psychologists:
 - i. assessing, diagnosing, and intervening in clients dealing with life challenges, particularly those with developmental and forms of psychological distress and/or psychopathology; identifying psychopathology in psychiatric disorders, and psychological conditions; identifying, and diagnosing psychiatric disorders and psychological conditions; applying evidenced-based psychological interventions to people with psychological, and psychiatric conditions; referring clients to appropriate professionals for further assessment or intervention;
 - ii. advising on the development of policies, based on various aspects of psychological theory and research; designing, managing, and evaluating programmes dealing with psychological, and psychiatric problems;
 - iii. training and supervising other registered clinical psychologists and clinical psychology interns;
 - iv. conducting psychological practice, and research in accordance with the ethical rules of the profession of psychology

- v. designing, managing, conducting, reporting on, and supervising psychological research; and
- vi. providing expert evidence and / or opinions.

8.0 SCOPE OF PRACTICE OF COUNSELLING PSYCHOLOGISTS

- (a) In addition to the scope of the profession as prescribed in the regulations, the following acts fall within the scope of practice of counselling psychologists:
 - i. Assessing, diagnosing, and intervening in clients dealing with life challenges, and developmental problems to optimise psychological wellbeing, personality and emotional relation to life challenges and developmental problems; assessing developmental processes, and adjustment;
 - ii. identifying psychopathology and its impact on developmental processes and adjustment; identifying and diagnosing disorders of adjustments and adjustment problems; performing therapeutic counselling interventions; referring clients to appropriate professionals for further assessment or intervention;
 - iii. advising on the development of policies based on various aspects of counselling theory and research; designing, managing and evaluating programmes dealing with developmental and adjustment problems;
 - iv. training and supervising other registered counselling psychologists and interns in counselling psychology;

designing, managing, conducting, reporting on and supervising psychological research; conducting psychological practice and research in accordance with the Ethical Rules of Conduct for Practitioners registered under the Allied Health Practitioners Council of Zimbabwe, adhering to the scope of practice of counselling psychologists.

- v. providing expert evidence and / or opinions.

9.0 SCOPE OF PRACTICE OF EDUCATIONAL PSYCHOLOGISTS

- (a) In addition to the scope of the profession as prescribed in the regulations, the following acts fall within the scope of practice of educational psychologists:
 - i. assessing, diagnosing, and intervening in order to optimise human functioning in the learning and development; assessing cognitive personality, emotional, and neuropsychological functions of people in relation to the learning and development in which they have been trained;
 - ii. identifying and diagnosing psychopathology in relation to the learning and development; identifying and diagnosing barriers to learning and development; applying psychological interventions to enhance, promote and facilitate optimal learning and development; performing therapeutic interventions in relation to learning and development; referring clients to appropriate professionals for further assessment or intervention;

- iii. designing, managing, conducting, reporting on, and supervising psychological research, in the learning and development; conducting psychological practice, and research in accordance with the profession of psychology in general and educational psychology.
- iv. advising on the development of policies, based on various aspects of psychological theory and research; designing, managing, and evaluating educationally-based programmes;
- v. training and supervising other registered psychological practitioners in educational psychology; and
- vi. providing expert evidence and / or opinions.

10.0 SCOPE OF PRACTICE OF RESEARCH PSYCHOLOGIST

- (a) In addition to the scope of the profession as prescribed in the regulations, the following acts fall within the scope of practice of research psychologists:
 - i. planning, developing and applying psychological research methods; performing assessments relevant to the development of research for research purposes, including the development of psychological measures; researching, monitoring, and evaluating psychological interventions;
 - ii. advising on the development of policies, based on psychological theory and research; designing, managing and evaluating measurement and intervention programmes;
 - iii. training and supervising other registered psychological practitioners in research psychology;
 - iv. designing, managing, conducting, reporting on, and supervising psychological research; conducting psychological practice, and research in accordance with the ethical rules of practice of research psychologists;
 - v. referring clients to appropriate professionals for assessment or intervention; and
 - vi. providing expert evidence and / or opinions.

11.0 SCOPE OF PRACTICE OF OCCUPATIONAL PSYCHOLOGISTS

- (a) In addition to the scope of the profession as prescribed in the regulations, the following acts fall within the scope of practice of industrial psychologists:
 - i. planning, developing, and applying paradigms, theories, models, constructs, and principles of psychology in the workplace in order to understand, modify, and enhance individual, group, and organisational behaviour effectively;
 - ii. performing assessments, and contributing to the development of psychological tests and procedures; measuring psychological functions including cognitive, interest, aptitude, and personality;
 - iii. performing psychometric, and other assessments in order to determine the potential and/or suitability for personnel selection, training, development and employment and to determine

- individual, group and organisational effectiveness; designing, developing, standardising, and implementing assessment tools, and procedures related to the work environment;
- iv. participating in the design, management, and evaluation of psychological assessment procedure in diverse settings, and organisations including but not limited to health, education, labour, security and correctional services;
 - v. facilitating individual, and group processes for effective organisational functioning; designing, and implementing training programmes for effective organisational functioning; designing, and developing strategies in consumer behaviour; developing interventions to ameliorate poor performance in work settings; designing, and implementing programmes based on understanding ergonomics;
 - vi. advising on the development of policies, based on psychological theory and research;
 - vii. designing, managing, and evaluating industrial psychology intervention programmes;
 - viii. designing, managing, conducting, reporting on, and supervising the occupational psychology research;
 - ix. training and supervising other registered occupational psychology practitioners and interns in occupational psychology;
 - x. conducting psychological practice, and research in accordance with the ethical rules of practice of occupational psychologists;
 - xi. providing expert evidence and / or opinions.

12.0 SCOPE OF PRACTICE OF FORENSIC PSYCHOLOGY

- (a) In addition to the scope of the profession as prescribed in the regulations, the following acts fall within the scope of practice of forensic psychologists:
 - i. conducting psychological assessments, diagnoses, and interventions, referring clients to appropriate professionals for further assessment or intervention;
 - ii. providing therapeutic interventions;
 - iii. advising on the development of policies, based on forensic psychological theory and research
 - iv. designing, managing and evaluating forensic psychology-based programmes and interventions; designing, managing and conducting research; reporting on and supervising research in forensic psychology;
 - v. training, supervising students, interns, and other registered psychology practitioners in forensic psychology;
 - vi. conducting psychological practice and research in accordance with the ethical rules of conduct for the scope of practice of forensic psychologists; and
 - vii. providing expert evidence and/or opinions.

13.0 SCOPE OF PRACTICE OF NEURO-PSYCHOLOGISTS

- (a) In addition to the scope of the profession as prescribed in the regulations, the following acts fall within the scope of practice of neuro-psychologists:
- i. assessing, diagnosing, and intervening in the psychological disorders of people experiencing neuropathology or compromised functioning of the central nervous system; diagnosing, and evaluating psychological disorders caused by neurological conditions and differentiating them from other psychological and non-neurological disorders; treating, and rehabilitating the psychological disorders of people suffering from central nervous system dysfunction; referring clients to appropriate professionals for further assessment on intervention;
 - ii. advising on policy development, based on neuropsychological theory and research; designing, managing, conducting, reporting on, and supervising neuropsychological research;
 - iii. training, and supervising other registered psychological practitioners in neuropsychology;
conducting psychological practice, and research in accordance with the Ethical Rules of Conduct for Practitioners registered under the Allied Health Practitioners Council of Zimbabwe, adhering to the scope of practice of neuro psychologists;
 - iv. providing expert evidence and/or opinions.

14.0 SCOPE OF PRACTICE OF COMMUNITY PSYCHOLOGIST

- (a) In addition to the scope of the profession as prescribed in the regulations, the following acts fall within the scope of practice of community psychologists:
- i. planning, developing and applying paradigms, theories, models, constructs and principles of psychology in the community in order to understand, modify, and enhance individual, group, family and community wellness;
 - ii. performing community and individual assessments in order to determine the needs, strengths, risk and protective factors; referring clients to appropriate professionals for further assessment or intervention;
 - iii. developing and implementing interventions that reduce risks and promote human strengths and ensuring that the interventions are theory- and evidence based and socially and culturally relevant to the specific contexts in which they are implemented;
 - iv. attending to contextual issues of social disparity that may inform prevention practice and research; increasing their awareness, knowledge, and skills essential to prevention through continuing education, training, supervision, and consultation;
 - v. engaging in systemic and institutional change interventions that strengthen the health of individuals, families, and communities and prevent psychological and physical distress and disability;

- vi. advising on the development of policies, based on psychological theory and research that promote community health and well-being; designing, managing and evaluating and intervention programmes;
- vii. training, supervising students, interns and other registered psychology practitioners in community psychology;
- viii. conducting psychological practice and research in accordance with the Ethical Rules of Conduct for Practitioners registered under the Allied Health Practitioners Council of Zimbabwe, adhering to the scope of practice of community psychologists; and
- ix. providing expert evidence and/or opinions.

15.0 SCOPE OF PRACTICE OF CHILD PSYCHOLOGIST

In addition to the scope of the profession as prescribed in the regulations, the following acts fall within the scope of practice of child psychologists:

- I. Having knowledge on how the research environment can influence interactions with children. Should therefore be familiar with the ethical dilemmas when attempting to apply psychological models and paradigms of child development to real situations.
- II. Devising interventions to address the needs of children with mental disorders.
- III. Perform assessments of preschools, children's and adolescents for emotional and psychological functions in relation to developmental challenges and developmental problems.
- IV. Perform assessments with special reference to adjustment classroom management plans for the children with learning disabilities.
- V. Identify psychopathology and its impact on developmental processes and adjustment.
- VI. Identify and intervene on a broad range of childhood disorders
- VII. Screening for neurological abnormalities in children's and apply psychological interventions to children with developmental challenges, learning disabilities and adjustment problems.
- VIII. Design, manage and evaluate programs dealing with childhood issues.
- IX. Train and supervise other registered psychological practitioners in relation to child psychology
- X. Design, manage, conduct, report and supervise psychological research and implement findings in policy and practice, especially in relation to child developmental issues based on the diagnosis educational and skills planning.

The Allied Health Practitioners Council may add other fields of psychology as they become presented to it for registration.

First Schedule

Ability Tests (except Wechsler)

Second Schedule

Professional Tests (e.g., Personality, Emotional Intelligence, Interest, Wechsler)

NB: If any practitioner contravenes any section of these regulations, he or she shall be liable to disciplinary action as guided by the Health Professions Act Chapter 27:19.

APPROVED BY BOARD:

2 DECEMBER 2022

**SIGNED BY CHAIRPERSON:
MISS R HOFISI**


