



**Psychotherapy & Counselling
Federation of Australia**

PACFA RESTRUCTURE

Webinar - 27 April 2015

Why Restructure PACFA?

- The federation structure has helped us unify the profession but we have now outgrown this structure
- There is duplication of many functions such as governance, membership management and finances which is expensive and inefficient
- Some Member Associations are struggling with administration of their associations - with insufficient volunteers to operate, some are facing closure
- PACFA is struggling financially but we need more resources to better represent the profession
- We need to have a structure that will enable us to grow and increase our revenue

Future vision

- PACFA is a stronger and better resourced peak body for the psychotherapy and counselling profession
- Government, private health funds and other bodies recognise counsellors and psychotherapists
- The community understands and values the unique selling points of both psychotherapy and counselling
- The profession has high professional standards and a robust registration system to regulate the profession
- Members can access high quality, affordable professional development and networking opportunities
- Our business-like approach secures PACFA's sustainability for the future

Proposed PACFA structure

Main elements of the proposed structure:

1. Individual PACFA membership
2. New PACFA Divisions:
 - Branches
 - Colleges
 - Interest Groups
3. Some Member Associations elect to become part of PACFA structurally – their members become individual PACFA members
4. Some Member Associations elect to continue as MAs – the current arrangements remain unchanged
5. Governance arrangements that ensure fair representation of individual members, the new PACFA Divisions, and MAs

Proposed governance structure

PACFA Member Congress:

- Peak governing body for PACFA
- Members who meet PACFA's Training Standards can vote:
 - Individual PACFA members
 - Members of MAs for whom a per capita fee is paid
- Member Congress role:
 - Elects the PACFA Board (Still under discussion)
 - Annual General Meetings and Special General Meetings
 - Approves constitutional changes
 - Forum to inform and consult members on key issues
- Meets annually in rotating locations plus electronic participation

Proposed governance structure

PACFA Council:

- Peak strategy and policy-making body for PACFA
- Member Associations, Colleges and Branches and the PACFA Board all represented
- Council to determine whether Interest Groups and Affiliated Organisations can participate as non-voting observers
- Council's role:
 - Sets the PACFA strategic plan
 - Determines PACFA policy on key strategic issues
 - Informs and consults Member Congress when required
- Meets twice a year in Sydney/Melbourne

Proposed governance structure

PACFA Board:

1. President
2. Past-President
3. Vice-President
4. Treasurer
5. Secretary
6. Research Chair
7. Professional Practice Chair
8. Psychotherapy Representative
9. Counselling Representative
10. MAs Representative
11. Consumer/Carer Representative
12. Expert Member
13. CEO (ex-officio)

12 members elected by the Member Congress plus the PACFA CEO

PACFA Board

PACFA Committees

Peak governing body for PACFA
1 member = 1 vote for individual PACFA members and MA members for whom a per capita fee paid

Member Congress

Membership includes college and branch membership with interest groups being optional

Individual PACFA Members

MAs, Colleges, Branches and the PACFA Board make up PACFA Council

Member Associations

Colleges

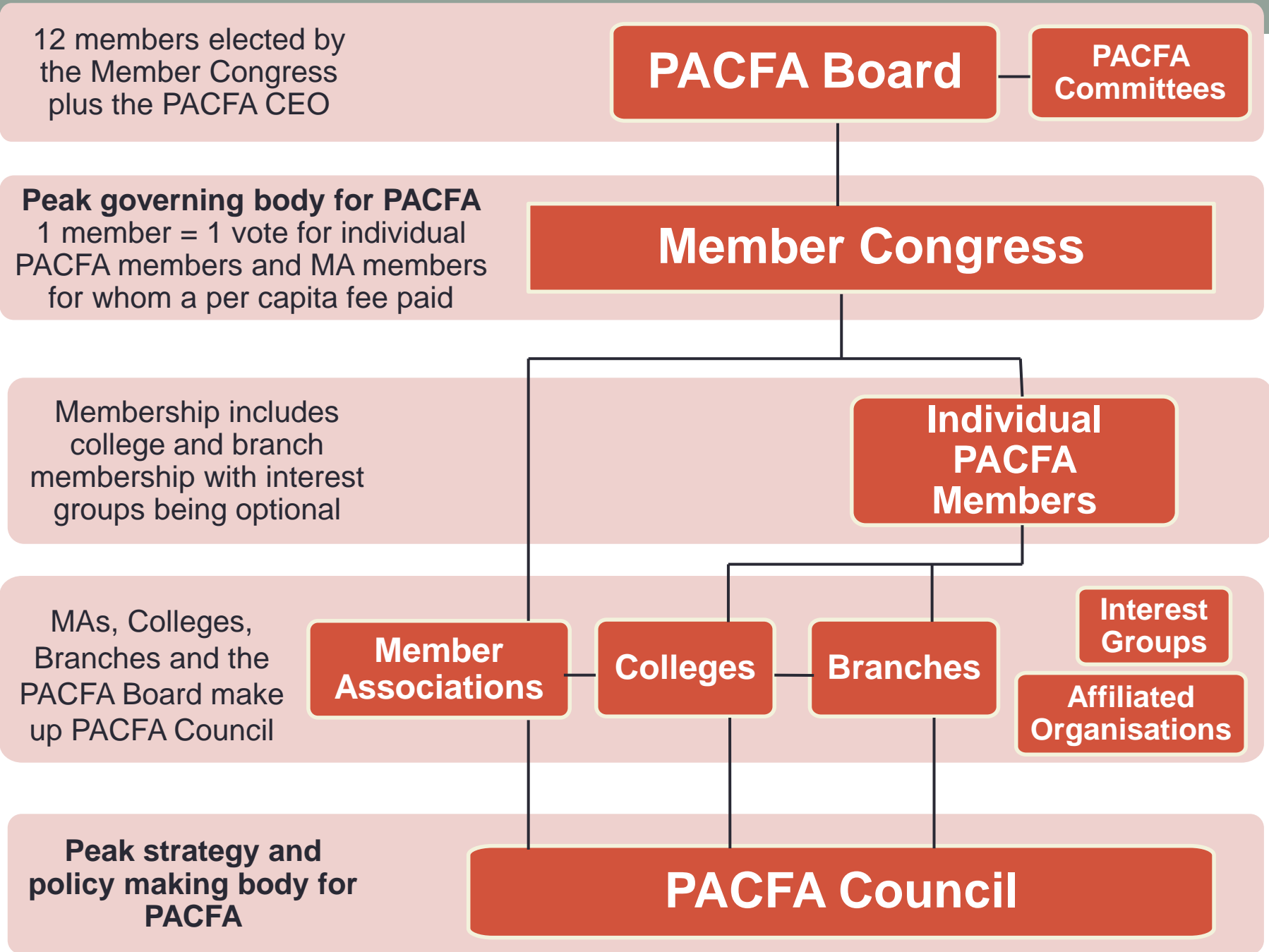
Branches

Interest Groups

Affiliated Organisations

Peak strategy and policy making body for PACFA

PACFA Council



Proposed PACFA Membership categories

Individual members:

- Full (practitioners or educators who meet the PACFA Training Standards)
- Intern (still completing 200 supervised practice hours)
- Student (enrolled in a counselling or psychotherapy course)
- Affiliate (non-practising membership category)
- Life (honorary membership with no fee payable)

Organisational members:

- Member Association (same as current arrangements)
- Affiliated Organisation (for other organisations that wish to be affiliated with PACFA)

Individual members - Proposed benefits

- PACFA registration for practising members
- Membership of nearest State/Territory Branch
- Membership of up to one College for eligible practitioners (optional)
- Membership of additional Colleges (optional) for additional fees
- Professional development events, including some which may be subsidised or free for members
- Insurance (optional) for practising members for additional fee
- PACFA journal subscription – PACJA
- Subscriptions to other specialist journals (optional) for additional fees
- Free membership of PACFA Interest Groups

Registration categories

- Registration categories are different from membership categories
- Only qualified practitioners who meet PACFA's Training Standards are listed on the PACFA Register
- Currently there are three registration categories:
 1. Clinical
 2. Provisional
 3. Intern
- There are other accreditation options for experienced practitioners:
 1. Mental Health Practitioner
 2. Accredited Supervisor
- Additional accreditations linked to College membership could also be offered e.g. Accredited Psychotherapist, Accredited Relationship Counsellor etc.

Financing the new structure

- The following finance principles were adopted:
 - ❖ Membership fees should be reasonable and affordable
 - ❖ Branches and Colleges to receive a budget based on planned activities not on member numbers – this is fairer as small groups will not be disadvantaged
 - ❖ Colleges and Branches to run in a business-like manner and to be accountable for their budget
- The financial modelling is based on membership numbers for MAs wish to become part of PACFA:
 - ❖ Seven MAs in year one (2016/17)
 - ❖ One more in year two (2017/18)

Projected Costings

	2016/17	2017/18	2018/19
REVENUE	(ex. GST)	(ex. GST)	(ex. GST)
Individual members who meet PACFA's standards	\$297,330	\$325,648	\$335,417
Other membership categories	\$75,577	\$87,019	\$89,630
Projected membership growth (bulk rate for first year students)	\$18,000	\$18,540	\$19,096
Other income (insurance fees)	\$5,900	\$6,077	\$6,259
Total revenue (additional to current budget)	\$396,807	\$437,284	\$450,403
EXPENDITURE			
Additional staffing required	\$148,650	\$166,899	\$173,138
Additional office running costs	\$19,063	\$19,635	\$20,224
Budgets for Colleges and Branches (estimate – to be finalised)	\$39,100	\$46,873	\$48,279
Share of PACFA budget (lost per cap and membership fees)	\$172,152	\$190,158	\$198,484
Establishment costs	\$13,050	\$0	\$0
Total expenditure (additional to current budget)	\$392,015	\$423,565	\$440,125
Projected surplus	\$4,792	\$8,070	\$4,417
RISK ANALYSIS			
Best case scenario (revenue up 10%, expenses down 10%)	\$71,159	\$81,265	\$79,935
Worst case scenario (revenue down 10%, expenses up 10%)	-\$61,575	-\$65,125	-\$71,102

Projected membership fees - DRAFT

Membership Category	Fee (Inc. GST)
Full (for practitioners or educators who meet the PACFA Training Standards)	\$350
Life (for those who have made a significant contribution to the profession)	Free
Intern (for those who are fully trained but still completing supervised practise to meet the PACFA Training Standards)	\$250
Student (students training in counselling or psychotherapy)	\$90
Student (bulk rate for 1 st year students paid by Training Provider)	\$40
Affiliate (non-practising membership category)	\$155
1 st College (for eligible individual PACFA members, including Affiliates & Students)	Free
1 st College (for eligible members of PACFA MAs, including Affiliates & Students)	\$80
2 nd College (for eligible individual PACFA members and MA members including Affiliates and Students)	\$80
Interest group (for individual PACFA members and MA members)	Free
Interest group (for non-members)	\$80
Affiliated Organisation - large (>\$150,000 revenue)	\$7,700
Affiliated Organisation - medium (\$75,000 to \$150,000 revenue)	\$3,850
Affiliated Organisation - small (<\$75,000 revenue)	\$1,870
PACFA Member Association - large (> 20 members)	\$687.50 + per cap. fees
PACFA Member Association - small (<20 members)	\$343.75 + per cap. fees

Next steps

- Legal Advice
 - ❖ Work has commenced drafting the required Constitutional amendments
 - ❖ Legal advice will be sought on the proposed structure and constitutional amendments
- Decision
 - ❖ The new restructure will be formally proposed at the PACFA AGM in October
- Implementation - if the restructure goes ahead
 - ❖ A Transition Plan will be prepared to operationalise the new structure
 - ❖ MAs joining PACFA structurally can determine their own timeline for implementation

Thank you

- Please provide any feedback on the PACFA Restructure to the Working Party via the CEO
- For further information contact:

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