

# Association for Psychological Accreditation

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EMPATHY  
CONGRUENCE  
UNCONDITIONAL POSITIVE REGARD

#theapaway

Home of The International Psychological Standards & Accreditation Council

## APA ON RECRUITMENT



## Recruitment

Recruitment within the field of mental health in the UK has traditionally been subjected to unethical restrictions, imposed by a revenue dependent charity focus of self-regulation.

APA is mindful that there is currently no government appointed regulatory body for qualified therapeutic professionals, outside of the protected titles of psychiatrist and clinical psychologist.

APA is clear that all recruitment for qualified therapeutic professionals not covered by the government approved restrictions should be open to all appropriately qualified professionals. We encourage employers and potential clients that wish to engage the services of a qualified therapeutic professional to make affiliation to a voluntary register a preferred criteria for consideration, rather than mandating affiliation to a specific voluntary register.

There are 3 key areas of recruitment in this sector in which APA believes members should be supported:

- Within APA
- Within the sector
- Voluntary service

### Within APA

While APA is still growing, APA does not have an 'employed' team. All functions are carried out on a voluntary basis or via time worked agreements with members of the Executive Advisory Board.

It is APA's intent to employ a recruitment policy that remains in line with APA's ethos of unrestrictive recruitment.

### Within the Sector

APA advises all members, employers, voluntary registers and the public to equip themselves with the knowledge and understanding of the legal protections in place, regarding restrictive recruitment. Simply put:

**UNLESS THE POSITION BEING RECRUITED FOR IS PROTECTED,**

**NO EMPLOYER CAN LEGALLY APPLY A MANDATORY AFFILIATION TO A VOLUNTARY REGISTER IN ORDER TO SECURE EMPLOYMENT.**



APA encourages all qualified professionals that see recruitment criteria with mandating of affiliation to a specific voluntary register to inform APA. We will challenge the restrictive recruitment.

## Voluntary Service

For decades voluntary service has been used as a means of developing experience and a required component of accreditation. APA does not use this approach and believes that qualified therapeutic professionals should not be required to offer their knowledge, understanding and experience, in order to satisfy a voluntary register. APA encourages members that wish to provide their services and time to organisations and charities that they want to support; there should be no obligation to do so.

The voluntary sectors that wish to engage the support of qualified therapeutic professionals should be encouraged to make the engagement as beneficial to the professional as possible, rather than relying on an unethical mandatory requirement for professional acceptance of the professional's qualification.

Where the voluntary sector wishes to engage the services of a qualified therapeutic professional, as a paid employee, the same ethical approach to recruitment should be applied, as outlined below:

**UNLESS THE POSITION BEING RECRUITED FOR IS PROTECTED, NO EMPLOYER CAN APPLY A MANDATORY AFFILIATION TO A VOLUNTARY REGISTER, IN ORDER TO SECURE EMPLOYMENT.**

APA encourages all qualified professionals that see recruitment criteria with mandating of affiliation to a specific voluntary register to inform APA. We will challenge the restrictive recruitment.



# A new approach for new results



## Contact us

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