



Psykolognævnet

# **Authorisation Scheme for Psychologists**

## **Guidelines for Practical Training**

**February 2024**

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# Authorisation Scheme for Psychologists

## Guidelines for Practical Training

In order to be entitled to become an authorised psychologist, it is a condition that the psychologist has attained a Master's degree in psychology, or an equivalent degree, and thereafter completed a supplementary practical training course of at least two years in duration.

In accordance with Sec. 2, Para. 1 (2) of the Danish Act on the Rights and Duties of Psychologists (Psykologloven), the Board of Psychological Practice has drawn up guidelines for practical training, which may form a basis for authorisation.

### Chapter 1. The Purpose of the Practical Training

The training that may form the basis for authorisation is a practical further training course, the purpose of which is to ensure qualified practice within the psychology profession for the general public.

On completion of the training course, the psychologist shall be qualified to independently undertake different types of tasks involving both investigation and intervention. This is achieved by training the psychologist to apply acquired theoretical knowledge in practice, so that the psychologist is able to substantiate their professional actions as a psychologist on the basis of theoretical and methodical considerations.

As regards **investigation**, this means the psychologist is able to:

- give arguments for relevant forms of investigation in relation to the task,
- organise investigations that are realistic and feasible,
- conduct investigations with relevance and precision, i.e.
  - the applied methods are relevant to what is being investigated,
  - the applied procedures and/or tests are used for their purpose,
  - the investigation is sufficiently comprehensive for the psychologist to be able to draw reliable conclusions,
  - the psychologist is able to substantiate interventions and/or conduct examinations on the basis of the investigation.
- prepare a written or oral report on the investigation, which addresses the task contained in the assignment.

As regards **intervention**, this means the psychologist is able to:

- give arguments for relevant forms of intervention in relation to the investigation and/or task,
- apply various methods and forms of intervention,
- set targets for the intervention which are realistic, and which can be used as an object of evaluation,
- Evaluate the relevance of the applied forms of intervention.

The purpose of the training is also to enable psychologists to increase awareness of their own strengths and limitations during the training course, and to expand their professional opportunities to carry out a qualified estimation and keep themselves reflective of their own theoretical standpoint.

The two main areas of investigation and intervention are described in more detail in [Sec. 4.2](#) on work tasks.

## **Chapter 2. Basic Requirements for the Training**

The practical training course for authorisation has a duration which is equivalent to two years of full-time work.

Over the course of the training, the psychologist shall have at least 500 consultation hours on investigation and at least 500 consultation hours on intervention. Of the 1,000 consultation hours in total, the psychologist needs to have at least 200 hours with individuals and at least 200 hours with *either* a group *or* an organisation.

In addition, the psychologist must receive a total of 160 hours of supervision involving investigation and intervention at their place of work. Of the total of 160 hours, 40 hours shall be spent as individual supervision, 40 need to be spent in a group, and 40 hours need to be with the same external supervisor.

The training can be partially based on digital consultation hours, but the authorisation must also be based on consultation hours where the psychologist is physically present in the same room as the client.

Dispensation from the requirements mentioned above can only be given under special circumstances. This is because the requirements are essential in order to ensure that the psychologist achieves the qualification that is required of an authorised psychologist.

The psychologist must be able to document completion of the practical training. Guidance on how the psychologist documents compliance with the requirements for authorisation can be found on the forms.

### **1. Requirement for coherence in the practical training**

The different requirements are consistent. Supervision must be conducted in an employment relationship in order for that employment relationship to count towards authorisation. In the same way, supervision must be conducted in an employment relationship in order for the supervision to count towards authorisation.

This means that if an employment relationship does not meet the conditions for being able to count towards authorisation, the supervision that is conducted in the employment relationship cannot count towards authorisation either. And vice versa – if the supervision that is conducted in an employment relationship does not meet the conditions for being able to count towards authorisation, then the employment relationship cannot count towards authorisation either.

## **2. Time of commencement of the training**

The earliest the authorisation training course can commence is the date on which the Master's degree is attained. This is the date shown on the diploma as the date the degree was completed.

This means that any work that may be carried out and any supervision that may be undertaken before the Master's degree has been completed cannot count towards authorisation.

If the psychologist has a foreign Master's degree which is recognised by the Board of Psychological Practice, then the Board's decision on recognition will state from what date work and supervision can count towards authorisation.

## **3. Requirement to remain up-to-date**

There is no deadline for completing the practical training for authorisation after the Master's degree has been attained.

The authorisation scheme is voluntary, and the practical training can be commenced at any time after the Master's degree has been attained.

There is a requirement, however, that the psychologist must remain up-to-date.

It is a condition for authorisation that the applicant's practical psychology practice is up to date. The same applies to the supervision the applicant has undergone at their place of work. Applicants who have completed practical training that is more than ten years old must also have carried out practical work as a psychologist of at least two years in duration within the last ten years, and they must have undergone supervision in this activity in order to be able to achieve authorisation.

This requirement is in place to ensure that the psychologist has valid and up-to-date knowledge of the psychology profession and practical experience at the time of authorisation.

## **4. Working abroad and foreign supervisors**

The practical training, or parts thereof, can be completed either in Denmark or abroad.

Hence supervision provided by foreign supervisors can also be counted, provided that the supervision meets the general requirements for supervision.

See [Sec. 4.3.2](#) on the professional qualifications of supervisors, and Sec. [4.3.3](#) – [4.3.9](#) on the requirements for supervision.

## Chapter 3. Duration of the Training Course

### 2. Calculation of work periods

The practical training course must have a duration which is equivalent to at least two years of full-time work.

For part-time work periods, half of the period counts towards authorisation. This means that it will take a psychologist who only works on a part-time basis four years to achieve what they would achieve in two years of full-time work.

If the psychologist has two part-time jobs at the same time and both jobs meet the conditions to count towards authorisation, then this can be equated to two-years of work on a full-time basis in two years. Among other things, this means that each part-time job must be a minimum of 15 work hours a week, and that the psychologist must undergo supervision in work duties in each employment.

Full-time work = 30 work hours a week and above.

Part-time work = 15–29 work hours a week.

Work periods with a weekly work time of under 15 hours cannot, in principle, count towards authorisation. It is possible to seek dispensation from this requirement if the worker is unable to work 15 hours a week as a result of reduced working capacity.

#### 2.1. Calculation of weekly work time for the self-employed

The weekly work time for self-employed workers is based on an average for the total work period, which is obtained by dividing the number of work hours in the documented work period by the number of work weeks in the same period.

Thus the calculation is based on the following criteria:

- the number of work weeks in the documented work period (one year is equivalent to 40 work weeks)
- the number of consultation hours in the work period
- one consultation hour counts as two work hours as a self-employed worker
- one consultation hour is equivalent to 60 minutes.

This means that a self-employed psychologist needs to have, on average, a minimum of *7.5 hours of consultation* a week in order to achieve what is equivalent to *15 work hours* a week, in order for the work period to count.

#### Calculation on a yearly basis (1 year = 40 work weeks)

Over one year, the psychologist needs to have at least 1,200 work hours in order to have worked full-time, as 30 work hours per week x 40 work weeks = 1,200 work hours.

1,200 work hours is equivalent to 600 consultation hours as one consultation hour counts as two work hours for a self-employed worker.

If the psychologist has worked between 600 and 1,199 work hours in one year, the work period is equivalent to a part-time work period. That is, part-time work implies that you have at least 300 consultation hours in one year.

## **2.2. Absence**

Full absence from work for more than eight consecutive weeks is deducted in the calculation of work periods. Full absence means that the psychologist has worked fewer than 15 hours a week.

This means that if, for example, the psychologist has worked for two years on a full-time basis in one employment but has had 10 weeks of consecutive full absence from work during these two years, the psychologist will need to document a further 10 weeks of full-time work in order to satisfy the requirement for the course duration.

The reason for the absence is of no importance.

Any supervision that is undergone in the aforementioned periods of absence cannot count towards authorisation.

## **Chapter 4. Content of the Training Course**

### **1. Employment during the training**

An employment relationship can count towards authorisation if:

- it has lasted at least five months
- the psychologist has had at least 15 work hours a week
- the psychologist has had consultation hours in the employment
- the psychologist has had continuous supervision in their work tasks.

Regardless of whether the psychologist has worked as a:

- Permanent employee, e.g. a clinical psychologist, Ph.D. student, etc.
- Temporary worker
- Unpaid volunteer
- Employee with a wage subsidy or on a placement
- Practical training candidate
- Self-employed worker/private practitioner

### **2. Work tasks: Main areas and consultation hours**

The psychologist needs to have worked within each of the two main areas: investigation and intervention.

### *Investigation*

An investigation refers to the process by which the psychologist works towards gaining an understanding of the task, problem or conflict presented, for example, through the gathering of information, conversations with clients, testing, examination, and through assessments and analyses. This is where the psychologist asks questions of the client.

The investigation is normally concluded when the psychologist presents their investigation and its conclusions to the client in a report (oral or written).

### *Intervention*

Intervention refers to the process by which the psychologist initiates a process of influence, change or development, based on acquired knowledge of the task (via their own investigations or investigations undertaken by others, an introductory process of conversation, or similar method) using psychological methodology. Here, the psychologist presents proposals to the client, and the intervention is direct.

When the psychologist supervises their own professional groups or others, the intervention is indirect.

Although an investigation, to a lesser extent, affects the persons concerned by the investigation and the problem presented, and information is gathered during the intervention accordingly, it is essential that the psychologist indicates to the client and those involved in the task whether a given process should be regarded as an investigation or an intervention.

For some tasks in the psychologist profession, it may be appropriate for the psychologist, together with those who are involved in the task, to pursue a process that switches between elements of investigation and elements of intervention. It is also vital that the psychologist describes this form of work to the persons who are involved in the task, and that they acquire their acceptance.

### *Requirements for the number of hours with main areas and target groups*

During the practical training course, the psychologist must have at least 500 consultation hours in investigation and at least 500 consultation hours in intervention.

The requirement for the 500 consultation hours in intervention shall primarily be met through direct intervention, but they can be supplemented with indirect intervention.

There is no requirement that a specified number of consultation hours is needed in one employment relationship.

The psychologist must also have worked with the target group individually, and with at least one of the two target groups: group and/or organisation.

The psychologist must have at least 200 consultation hours with the individual target group, and at least 200 consultation hours with *either* the group target group *or* the organisation target group. The requirement for 200 consultation hours with a group or organisation therefore cannot be met by the psychologist having 100 hours with a group



and 100 hours with an organisation.

It is up to the psychologist to define whether they are performing an investigation or intervention, and what the target group (focus) has been for each consultation hour.

See [Chap. 5](#) for examples of what counts as investigation and intervention in relation to each of the three target groups.

## **2.1. What is a consultation hour?**

A consultation hour refers to when the psychologist sits face-to-face with the client and carries out an investigation or an intervention.

A consultation hour is equivalent to 60 minutes. This means that if someone normally has consultations of 45 minutes in duration, they have only had 45 minutes of a consultation hour. Thus a further 15 minutes are needed before a full consultation hour has been achieved. When calculating the number of hours, it is important to pay attention to how many consultation hours there have been in a given work period.

A consultation hour can consist of a mixture of investigation and intervention.

The following work tasks are not consultation hours:

- Consultations over the phone
- Gathering of information about the client from other persons or authorities
- Record keeping
- Report writing
- Meetings – e.g. interdisciplinary meetings at which the client is not present
- Teaching and lectures.

### **2.1.1. Digital psychologist treatment/video conversations**

In order to meet the requirement for 500 consultation hours of investigation, up to 250 digital consultation hours held over a secure video connection can be counted.

Similarly, in order to meet the requirement for 500 consultation hours of intervention, up to 250 digital consultation hours held over a secure video connection can be counted.

Thus up to 500 consultation hours held over a secure video connection can be counted towards authorisation.

The applicant must complete at least 500 consultation hours with individuals, where the client is present in the same room as the applicant. Similarly, the applicant must complete at least 100 consultation hours with either groups or organisations, where the applicant is physically present in the same room as the group or organisation.

### **3. Supervision**

#### **3.1. The purpose of supervision – responsibilities and duties**

During the practical training, psychologists develop their skills in regards to organising and implementing relevant investigations and interventions during supervision. Refer to Chapter 1 on the purpose of the practical training.

The supervision shall cover both case aspects as well as the relationship between the supervisee and the target group in respect of whom the supervisee has carried out the investigation and/or intervention (the client).

Supervision for the purpose of authorisation presupposes that both the supervisor and supervisee have agreed beforehand when a course of supervision should be conducted, and what main areas and work themes the supervision should include. The ongoing professional discussions of work tasks that are held in the workplace are not regarded as supervision in connection with authorisation.

Being a supervisor requires the person to take responsibility for ensuring that the supervisee is given qualified guidance on organising and implementing the relevant investigations and/or interventions in respect of the work themes that have been agreed.

If the supervisee's development as a professional psychologist does not progress in a satisfactory manner, it is expected that the supervisor shall bring this to the supervisee's attention and advise them that the supervisor has a duty to give their opinion on the supervisee's development as a psychologist during the course in their supervisor statements.

#### **3.2. The supervisor's professional qualifications**

The supervisor must have professional skills within the areas they undertake to supervise within. The supervision that is included in the basis for authorisation shall be conducted by psychologists who have been authorised by the Board of Psychological Practice and who have worked as a psychologist for at least three years after attaining a Master's degree, or by a foreign psychologist who meets the requirements for professional qualifications.

Supervision by academic professional groups other than psychologists who have worked within their subject area for at least three years after completion of their Master's degree can be approved after a specific assessment if the supervision falls within their subject area, and the supervision has been necessary and professionally relevant during the course of training. The supervision must be conducted within the subject area in which the supervisor has their Master's degree in order for the supervision to count towards authorisation.

The applicant can expect to receive approval on a maximum of 25 hours of supervision with professional groups other than psychologists.

An example of another relevant academic professional group would be a doctor who works within psychiatry.

However professionally qualified a supervisor may be, the supervisor may not supervise close relatives for the purpose of obtaining authorisation. Close relatives include persons such as parents, spouses and siblings, for example.

### **3.3. Number of supervisors<sup>1</sup>**

The applicant must be supervised by a minimum of two different supervisors over the course of the practical training.

This means that the 160 hours of supervision must be divided between a minimum of two different supervisors.

### **3.4. Scope of the supervision**

As part of the practical training, the psychologist must have continuous supervision throughout the practical training course. In order for the supervision to count, it must be conducted within an employment relationship.

It is a requirement that the psychologist has at least 160 hours of supervision, of which at least 40 hours must be in the form of individual supervision, at least 40 hours in the form of group supervision, and at least 40 hours must be conducted by the same external supervisor.

There is no requirement for how many hours of supervision someone needs to have in an employment, but the supervision must be continuous throughout the entire employment relationship.

For the purpose of authorisation, one hour of supervision is equivalent to 60 minutes.

In principle, the supervision must be undertaken in relation in the supervisee's own cases. This is understood to mean the tasks of a professional psychologist which the psychologist has been assigned in a work context, and for which the psychologist is therefore wholly or partially responsible.

In principle, the applicant must receive at least ten hours of supervision from the same supervisor.

Shorter supervision periods of at least five hours by the same supervisor can, however, be counted. These shorter periods may account for up to 30 hours of the total 160 hours of supervision. But see [Sec. 4.3.9.2](#) on remote supervision courses.

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<sup>1</sup> See [Chap. 6](#) on time of entry into force.

### 3.5. Individual supervision

Only the supervisor and supervisee participate in individual supervision.

### 3.6. Group supervision

In the case of group supervision, at least two supervisees participate in the supervision. The supervisor does not count as part of the group.

Where supervision is conducted in a group of two supervisees, the full number of hours counts towards authorisation.

#### Conversion of the number of hours

Where the supervision is in groups of more than two supervisees, the full number of hours does not count. The Board of Psychological Practice calculates the number of supervision hours in a group as follows:

Groups of 2 supervisees	=	full number of hours
Groups of 3–5 supervisees	=	2/3 of the full number of hours
Groups of 6–12 supervisees	=	1/2 of the full number of hours

Supervision in groups of more than 12 supervisees cannot count towards authorisation.

The converted number of hours is used as a basis for assessing the extent to which the supervision requirements have been met.

#### *Example:*

*60 hours of supervision in a group of four supervisees count towards authorisation in the amount of 40 hours (= 2/3 of 60). Hence the applicant still needs 120 hours of supervision to meet the requirement of 160 hours in total.*

#### Professional composition of the group

Supervision in groups only counts if the majority of the supervisees have a Master's degree in psychology or an equivalent qualification. Group supervision where the majority of supervisees have another academic qualification (Master's degree) can count towards the practical training after a specific assessment has been made, if the supervision has been necessary and professionally relevant.

#### *Example:*

*For an applicant working within psychiatry, it may be necessary and professionally relevant to have supervision in groups in which a doctor also participates.*

### **3.7. External supervision**

The purpose of external supervision is to supplement the practical training with a dimension and breadth that cannot be achieved in the same way via internal supervision. Through external supervision, people gain knowledge of other people's professional points of view, other working methods, and a working environment that differs from that in their own place of work.

External supervision means that the supervisor and supervisee come from two different working environments in the psychologist profession. That is, the supervisor works at a different place of work to the supervisee.

Different place of work means that:

- the two places of work are administratively and professionally separate,
- there is a different professional management and different groups of colleagues
- supervisor and supervisee have no close professional or collegial contact at work, i.e., they do not share meetings, joint training, joint lunches, etc.
- there is otherwise no close contact between the supervisor and supervisee outside of the workplace.

Geographical distance can also be significant, but it is not a decisive factor in the assessment of whether there are two different places of work.

After a specific assessment has been made, the supervisor can be regarded as external in relation to the applicant even if both are employed in the same organisation, provided that the foregoing criteria are met. It is therefore not a decisive factor for the supervisor and supervisee to ultimately be under the same senior management, such as the CEO of a municipality, for example, or a hospital director.

The requirement for 40 hours of external supervision can be met by individual as well as group supervision, and also by a combination of the two.

Although the 40 supervision hours can satisfy two separate requirements, such as both 40 hours of external supervision and 40 hours of converted group supervision or 40 hours of individual supervision, the requirement for a total of 160 supervision hours can only be reduced by the 40 hours that have actually been undertaken. The applicant will thus require another 120 hours of supervision out of the 160.

### **1. If an internal supervisor changes workplace or retires**

If a supervisor changes their place of work, it will not be possible to regard supervision by this supervisor as external supervision until after six months have passed.

Any supervision that may be conducted in the period of the six months from when the supervisor leaves the supervisee's place of work until the supervisor can be regarded as external **cannot** be counted as internal supervision. Internal supervision requires the supervisor and supervisee to work at the same place of work. A supervisor is therefore no longer internal after the supervisor has left the place of work, regardless of whether the supervisor has changed their place of work or retired.

## **2. If the supervisee changes workplace**

If the supervisee changes their place of work, the supervisor will be able to be regarded as an external supervisor from the date on which the supervisee starts working at a new place of work.

## **3.8. Internal supervision**

There is no requirement to have supervision with an internal supervisor. Internal supervision means the supervisee and supervisor work at the same place of work.

## **3.9. Forms of supervision**

### **1. Live supervision on a training course**

Live supervision of a psychologist/client relationship can count towards authorisation. Live supervision means that the supervisor observes the supervisee's conversation with the client, and that they supervise the psychologist in connection with this, for example, by being in the same room or in another room with a video surveillance monitor.

Live supervision is usually undertaken in connection with a training course. If the psychologist is allocated a client as part of the course, the live supervision can count in the amount of 20 hours.

If the psychologist brings their own clients to a course, or undergoes live supervision on their own cases in a situation other than on a course, the live supervision can be counted without limitation of the number of hours.

### **2. Remote supervision/digital supervision**

Remote supervision can count for up to 80 hours of the authorisation basis.

Remote supervision means supervision undertaken over a live video medium, where supervisee and supervisor can see and hear each other in real time without being present in the same room.

This may be appropriate, for example, if someone wants supervision from a specific supervisor abroad, in which case it would be particularly cost-intensive to make repeated trips to undergo the supervision.

Remote supervision entails a reduction in hours, as with other types of supervision in groups. Remote supervision in groups of more than 12 supervisees does not count towards authorisation. See [Sec. 4.3.6](#) on group supervision.

## **4. Self-therapy**

In self-therapy, the psychologist is also the client.

There is no requirement for self-therapy in order to be able to become an authorised psychologist. However, if a psychologist has given self-therapy, this can be included in the authorisation basis up to 25 hours, with the effect that the requirement for 160 supervision hours is reduced accordingly.

Self-therapy can also be received as digital therapy for half of the number of hours sought, i.e. up to 12.5 hours in the case the psychologist wants 25 hours of self-therapy to count.

Self-therapy is not supervision. This means that self-therapy cannot reduce the specific requirements for 40 hours of individual supervision, 40 hours of group supervision, and 40 hours of supervision with the same external supervisor. Thus, it cannot replace the requirement for continuous supervision either.

The therapy can be given individually or in a group. If the therapy is given in a group, the number of hours is converted in the same way as for group supervision. See [Sec. 4.3.6](#) on group supervision.

Self-therapy does not need to be received during an employment relationship, but it must be given after the Master's degree is attained.

Self-therapy received by someone other than an authorised psychologist, such as a psychotherapist, can be included in the authorisation basis after a specific assessment has been made. This will depend on the therapist's educational background and experience base.

## **Chapter 5. Definition of Target Groups**

The work of a professional psychologist involving investigation and intervention is carried out in relation to three target groups: individual, group and organisation.

Whether the target group for a consultation hour is regarded as individual, group or organisation will depend on the focus of the conversation.

As with individual, it is the psychologist's contacts in the task that distinguish the group target group from the individual target group.

### **1. Individual**

An individual cannot be examined or described without involving the individual's social conditions and relationships at the same time. As part of the investigation, the psychologist can, for example, have contact with the person's social network in order to gather information, but this does not mean that the target group is regarded as a group. The definition of psychological work with the individual target group is therefore that the psychologist has primary contact with one person in their tasks undertaken for the purpose of investigation or intervention in relation to this person, and with a focus on this person's individuality.

Examples of investigations that concern individuals:



- Psychological examination (using tests, conversations, interviews, etc.)
- Course of conversations or observations for the purpose of making a subsequent assessment or opinion
- Tasks involving the recruitment and selection of staff and managers
- Triage
- A conversation with parents during an EPC (an educational psychologist's consultation), where the psychologist asks the parents questions about their understanding of the child's problems.

Examples of interventions that concern individuals:

- Conversations and advisory sessions
- Course of psychotherapy
- Supervision and professional guidance (indirect intervention)  
A conversation with the child during an EPC, where the psychologist initiates a process of influence/change in respect of the child.

## **2. Group**

A group consists of two or more individuals, amongst whom certain dynamic forces are at work in the relationship, and where there is some form or other of interaction and interplay. The group target group has a (relative) constancy in the period during which the psychologist undertakes work relating to an investigation or intervention.

The focus is on the group's dynamics, interaction and interplay in respect of the individuals included in the group. As part of the investigation, the psychologist can, for example, interview individual persons for the purpose of using this in a group context.

A target group could be:

- A family
- A group formed for the purpose of therapy
- A group formed for the purpose of supervision or professional guidance
- A group formed because they have a shared point of reference (accident, crisis, etc.)
- A group that has a work-related connection (class, team, etc.)

Examples of investigations that concern a group:

- Psychological examination, evaluation and analysis (using tests, conversations, interviews, etc.)
- Course of conversations or observations for the purpose of making a subsequent opinion or assessment
- Triage
- A conversation with parents during an EPC, where the psychologist talks to the parents about their resources for dealing with the child's difficulties.

Examples of interventions that concern a group:

- Family consultation and family therapy
- Course of therapy and conversations with groups
- Supervision and professional guidance

- Team building
- Manager training
- A conversation about a course of couples therapy, where the psychologist initiates a process of influence/change in respect of the couple
- As part of his/her EPC work, the psychologist conducts supervision with the child's teachers and educators (indirect intervention)

### **3. Organisation**

The organisation target group is characterised as being a social system of internal relationships which are primarily defined by a shared objective and/or a specific instance of power, which is decisive for the relationships. The internal relationships within organisations are based on someone or something deciding whether others can join or leave the organisation, become a member, or lose their membership.

Within an organisation, individuals in the group meet and act on shared means to achieve both different and shared objectives. In so doing, they create the relevant social structure of reciprocally dependent patterns of behaviour. The individual can be part of one or more different groups at the same time.

In work with this target group, focus is placed on the organisation's core activities, such as learning, self-reflection, change and development. The individual employee and the individual groups are bearers of these processes. Therefore, the actions of the groups and the individuals and the ways in which the individuals organise their daily activities form an important basis for an understanding of the organisation.

An organisation could be, for example:

- A business

Whether the target group for the specific consultation hour is a group or an organisation will depend on whether the focus of the conversation is a small group or a large organisation of which the group forms a part, such as a business, for example.

The following are not consultation hours in relation to organisations:

- ordinary organisational/administrative work, e.g. completing workplace assessment forms and the facilitation of meetings
- instruction
- collaboration across professional groups/businesses/organisations, unless the psychologist's part of the collaboration involves investigation and intervention

Examples of investigation in relation to organisation:

- Psychological examination, evaluation and analysis (e.g., in respect of problems of wellbeing, a desired conversion, extension, reduction or aggregation)
- Conversations with a business's employees and managers, the purpose of which is to investigate and analyse work environment-related mental strains in the business

Examples of interventions that concern organisations:

- Organisational change and development (e.g, for the purpose of resolving wellbeing issues, supporting a conversion, expansion, staff reduction or a merger)
- Conversations with a business's employees and managers, both individually and in groups, where the psychologist presents suggestions/initiatives for change which can improve wellbeing in the workplace and trust between employees and managers

## **Chapter 6. Entry into Force and Transitional Arrangements**

The guidelines enter into force on 1 March 2024.

The possibility of including digital consultation hours and self-therapy, and up to 80 hours of remote supervision, also covers hours that may have been achieved before the guidelines entered into force.

[Sec. 4.3.3](#), on the number of supervisors, affects psychologists who started their practical training on 1 October 2021 or thereafter.

The Board of Psychological Practice, February 2024

**Authorisation Scheme for**  
**Psychologists Issued by:**  
The Board of Psychological Practice

[The Board of Psychological Practice – Danish Appeals Board \(ast.dk\)](http://ast.dk)

February 2024

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