

[To:](#)
Cc:
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Subject: Fw: Response to Consultation Paper - Deadline 14th April

Dear PBA,

I write to you as a member of the Organisational Psychology profession in Australia. I am an Organisational Psychologist and would like to make comment on the proposed guidelines.

There is much that needs refining in the document, however I wish to particularly focus on Advertising and Internships and 4+2.

Firstly, as regards advertising, it would be much better if all "Dr" titles were qualified with some indication of specialism within the profession as this would prevent misunderstandings, I also think we should include indication that we are members of our appropriate societies. This could easily be written as Dr John Smith (Organisational Psychologist, Aust. Psych. Soc. College of Organisational Psychologists) or a similar abbreviation. If this was required of all Dr's the populace would be better protected.

In addition, winning consulting work would be largely impossible without the use of testimonials. This absolutely MUST be okayed in the legislation or we will lose our tender work to less qualified HR professionals etc. This would dramatically impact the contribution of Organisational Psychology in Australia to creating more efficient and productive workplaces.

Secondly, as regards 4+2, it seems "intern" is not the appropriate word for our early career Organisational Psychologists although I have been using it for years without question, it would be better to have something more correct – again this would prevent confusion that our Org Psych early career folks are engaged in a medical service of some kind.

Also, with a 4+2 program I do not think it is appropriate to expect such graduates to be able to conduct full scale psychological services (and treatments), I would not feel confident assigning that particular role to someone who merely had that level of training. I am certain that, even if this were approved by the PBA, most in the profession would take a stricter line and require further years of supervision. I don't think the PBA is being realistic with their expectations of graduates in this case – the mind and psychology is a very complex area of practice and graduates require more skill and training.

Thank you for the opportunity to express my opinion, it is much appreciated.

Best wishes,
Louise

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Louise Metcalf

BA (Hons in Psych), Masters of Applied Psychology Organisational, MBA, PhD (Cand.)
NSW Registered 62626, Member of Australian Psychological Society College of Organisational Psychologists, Member of AHRI, APESMA

