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Subject: Fw: Response to Psychology Consultation Paper on Codes and Guidelines

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To Whom It May Concern,

As an Intern Psychologist who predominantly works within an Organisational Psychology framework, I would like to comment upon the "Guidelines for 4+2 internship program: provisional psychologists and supervisors".

- The undertaking of more than one work role may be detrimental to career progression for Intern Psychologists involved in Organisational Psychology work and who want to stay in that field for a majority of their careers.
- It could be difficult to achieve the level of expertise required in the Organisational Psychology profession by the time the internship is complete (2 years), if part of those 2 years is taken up with a clinical role. Further to that, and as recognised by the response by the College of Organisational Psychologists, few employers would be willing to take on an employee for a short duration in a clinical setting so they can tick off the competency.
- As part of our Ethical Responsibilities "to practice the profession within our knowledge, expertise and training", Intern Psychologists refer clients on to those in more clinical roles when necessary. Therefore an in depth experience with clinical orientated work may not be necessary.
- In order to have Intern Psychologists who are involved in an organisational psychology setting gain general training in other areas such as clinical psychology, a more appropriate action would be to have flexible ways of achieving this competency. This could be through professional development activities, volunteer work, peer groups, and/or the undertaking of specific subjects within the 4 year university degree.

Thank you for providing me with an opportunity to respond to the Psychology Consultation Paper on Codes and Guidelines.

Yours sincerely,

Alexandra Whitehead.