

To:
Cc:
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Subject: Fw: Registration of Organisational Psychs

Hi

I would like to take this opportunity to raise a number of issues of concern to Organisational Psychologists in the Consultation Paper. As you would be aware Organisational Psychologists do not tend to work with individuals and are not in the practice of delivering direct health related treatments. They can be involved in creating a healthy environment through improving communication in organisations, preventing bullying, creating better leaders, implementing employee assistance programs, improving recruitment and selection methods etc. They tend to work with systems and processes designed to improve the workplace. Aspects in the paper revert from time to time to an individual client focused health related discussion. The need remains to broaden this to include group or organisational interventions and to accept the realities of the working environment of the Organisational Psychologist.

Some examples are mentioned briefly below as issues that provide for unreasonable and often impossible to achieve requirements for an Organisational Psychologist such as:

- requiring the development of skills in areas of clinical practice such as diagnosis of psychological disorder, study of systems of psychiatric diagnosis, or focused psychotherapy
- requiring the development of knowledge or skill in the use of individual intelligence or specialised memory tests used in clinical settings rather than requiring the development of skills in the application of modern psychometric theory and a familiarity with a range of psychometric tests used in organisational psychology
- requiring a primary supervisor to be on site will severely limit the opportunities for growth in the field. Already there are many difficulties with obtaining supervision within organisations. There needs to be more flexibility with organisational psychology supervision as they do not have a one on one health related focus
- requiring a provisional psychologist to complete a placement with a population of adolescent or late adulthood clients is completely unnecessary and wasteful for an organisational psychologist – their clients will always be adult. It is recognised that it is difficult to develop a system that suits all areas of specialisation in the psychology profession but it is vital that the field of organisational psychology not be inhibited from growing and becoming a more essential part of organisational life. As I am sure you and your colleagues would be aware there is much to be done to make organisations place where both people and their employers grow and prosper.

Thank you for the opportunity to comment.

Cheers

Jade Novakovic