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Subject: Fw: Comments re Consultation Paper on Codes & Guidelines

Comments re Consultation Paper on Codes & Guidelines issued by PBA March 2010

As an organizational psychologist who has practiced and supervised intern psychologists in Australia for 35 years, I offer the following comments for consideration:

1. In my view, the diversity of psychology that includes services relating to human performance, leadership, teamwork, personality, motivation and work practices is sidelined because of the overly sharp focus on psychology as a 'health profession'. While recognising that health-related matters are important subjects to be covered in the training of intern psychologists because people at work succumb to stress, anxiety and depression like all human beings. Notwithstanding, for those training to be organizational psychologists in Australia in 2010, the focus should be on enhancement of wellness, motivation, skills development, teamwork & leadership. These are the factors that underpin international competitiveness, innovation and productivity in our society.

2. As a consequence of above, recommendations re Guidelines for 4 + 2 Internship Program should include:

- Provisionally registered psychologists who wish to specialize in organizational psychology develop skills in assessment and intervention relevant to org psych that does not require clinical subjects like focused psychotherapy
- Provision of flexibility in supervision so that Masters, Private College (e.g. ACAP; CoPP) students and individuals with org psych internship placements can access relevant supervisors

Gil Christie.