

I would like to comment on section 5.3 Methods and scope of supervision.

I agree with COP's submission regarding proposed supervision requirements for Masters students. It is not reasonable to expect that the majority of supervision be undertaken by an onsite supervisor, and only (up to) 25% of supervision be undertaken by an external supervisor. Many provisional psychologists undertaking placements in the field of organisational psychology must do so in contexts where the host organization is either:

- i.) Not willing or able to provide onsite supervision, sufficient to cover the majority of the student's supervision requirements. This may be due to limited resources (i.e. time, money, or available staff).
- ii.) Does not have an appropriately qualified professional on staff to provide such supervision. For example, for at least one of their placement s provisional organisational psychologists may undertake projects for businesses that do not employ Psychologists or even have an established HR division. Many small businesses can benefit from having a placement student complete an organisational development project, as this type of work would normally be very expensive to the business. The placement student also gains much from this, having the opportunity to practice applying their organisational psychology skills.

Consistent with the above points it is instead proposed that the majority of supervision be undertaken with an external, suitable qualified professional (preferably as per the current situation in which majority supervision is completed with a recognised supervisor who is a member of the COP). It is reasonable to expect that an onsite supervisor would provide secondary supervision to the student. However, as explained above, onsite supervision may not be possible in all placement situations. Thus, I propose the requirement of secondary supervision would need to be assessed on a case by case basis, depending on the business/organization in which the placement took place. It may be suitable to request the student complete a greater number of supervision hours with their external supervisor, where onsite supervision cannot be provided for a placement.

Sincerely,

Rebecca Thomas-Rajapaksa