

[To:](#)  
Cc:  
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Subject: Fw: Please revise guidelines concerning "generalist training program"

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Dear Sir or Madam,

I have read the Board's draft guidelines with interest and some alarm.

The guidelines acknowledge that psychologists, unlike the other regulated health professionals, often deliver services that are beyond what can reasonably be considered "health services." I note that "organisational psychology" is included among the endorsed areas of practice. However, the tilt of the "broad generalist training program" is clearly toward the delivery of health services and more specifically "psychotherapy for mental health problems..."

This tilt is based on a false premise, namely, "As psychologists often change the direction of their career over time however, the Board considers it essential that provisional psychologists undertake a broad generalist training program ..." In my 20+ years of training organisational/applied psychologists, there has been and continues to be plenty of scope for their practice without including mental health services in their training. Most have no interest in delivering mental health services.

I argue that requiring potential organisational psychologists to acquire a clinically-oriented initial training is asking for trouble, contrary to the intent of the Act: If a psychologist acquires basic psychotherapy and other clinical skills, they will find it difficult to maintain and update those skills after they start a practice in organisational psychology. Accordingly, the practicing psychologist would be confronted with an ethical dilemma between maintaining unused clinical skills versus developing their competence in organisational psychology. Yet, they might be tempted to use their residual clinical skills.

I suggest the guidelines for obtaining endorsement in different areas of practice be extended to initial training. Abandon the notion of minimalist clinical training dressed up as a "broad generalist training program" and allow new provisional psychologists to engage in specialist training in an endorsed area. In other words, we currently have specialist MPsych degrees that have functioned well for many years. Keep using that infrastructure

As an alternative to specialist training, perhaps "a broad generalist training program" should include a healthy dose of core training in organisational psychology, e.g., including leadership training, team building, and organisational assessment. There certainly have been clinical psychologists who have changed their direction into organisational psychology.

Yours sincerely,

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