

Friday, 26 February

To whom it may concern,

I am respectfully writing in response to the request for comments as part of the consultation process on Area of Practice Endorsements.

I am a Psychologist (general registration) who has been practicing in the organisational context for many years. I obtained my Masters qualification (including 1000 hours of supervision) before the changes to registration were introduced. As a result, despite starting my career with all of the tertiary qualifications and supervised experience required under law to use the title of Organisational Psychologist, the ability for me to practice under this banner was removed. At the time of the changes I did not have the financial flexibility to engage in further supervision to complete the registrar program to regain this title.

There are many others in a similar position to myself who found it impractical or financially restrictive to complete an additional 2 years of supervision after we had been practicing independently as fully registered organisational psychologists for a number of years. The result of this is that there are now few psychologists in the organisational field who have completed the registrar program, and fewer still who are registered as supervisors to be able to provide appropriate training to students. In the medium to long term this will create strain on the ability of the profession to train new psychologists in this specialist (and in demand) area. I understand a number of universities are struggling to find suitably qualified supervisors for their students in the MOrgPsych programs.

Having completed the Board requirements for supervising students, I am keen to continue my involvement as mentor in this field. In particular, supervising Masters students in placements I believe is an important contribution I can make to the training of new psychologists in the organisational field. As my professional representative body, I wish the board to support me in my efforts to gain endorsement. I believe this could be achieved through some minor changes in the eligibility requirements.

Under heading 3 *Qualifications & Supervised Practice Requirements for Endorsements*, there needs to be an option under point d) that states that "*Substantial equivalence* could be established in a case where the professional has at least 10 years post-Registration work experience in the Area of Practice field and able to provide work samples that meet the competencies required to enter the Registrar Program".

Furthermore, consideration should be given to reintroducing the grandfathering arrangements in place at the time of the change in legislation, which would allow more psychologists in a similar position to myself to gain specialist endorsement given the requirement would be less restrictive on those of us who (at the time) completed more than what was required to practice in a specialist area with a title that reflects this.

I am a firm believer in the importance of appropriate training and supervision for young psychologists, and feel that there are a number of experienced, 6 and 7 year qualified psychologists who have a significant amount of experience in the field who could add value in this space if the area of practice endorsement requirements were amended slightly. Thank you for the opportunity to provide feedback and I wish the Board well in the consultation process.

Kind regards,

Amy Wild

Sent from my iPhone

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