



To Whom It May Concern:

I am a registered organisational psychologist in the early stages of my career and have several concerns with the proposed PBA guidelines for me and my profession. The PBA clusters organisational psychologists under the umbrella of all psychologists which is not always appropriate and I feel it will dramatically affect how the organisational psychologists will operate as well as the stability and longevity of the profession.

The biggest issue is the nature of work of organisational psychologists compared to other psychologists. In general, organisational psychologists have organisations and companies as clients not necessarily individuals for one to one treatment. Organisational psychologists can deal with employees at work through EAP and career counselling or development/feedback sessions but the aim is to enhance an individual's potential/performance rather than to diagnose a mental illness or treat a mental illness. Typically organisational psychologists focus on processes, systems and organisational design as well as individual employee's potential/performance. As such, there are several areas of the proposal that is not relevant or limits organisational psychologists work and should be revised for organisational psychologists. A few areas are highlighted below:

Issue 1: Advertising: Advertising is important for organisational psychologists and there is a problem with the proposal

Problem:

A) The use of testimonials and statements that articulate benefits of a consultancy's/organisation's service compared to other consultants /organisation's service is important for value proposition and market differentiation.. Case studies, papers and discussion that focus on comparisons of service are a reality of the work of organisational psychologists and it also assist with winning new work. To prove without doubt that an organisational psychologist's service lead to an organisational outcome in an organisational context is tough due to the complex and multiple factors within organisational contexts. Therefore it is unrealistic to always demonstrate proof in our profession when you are dealing with organisations rather than individuals.

B) The use of discounts are often used in organisational psychologists settings to gain new work and retain existing client organisations. It is unrealistic to ask organisational psychologists not to use discounts.

Solution: Revise advertising requirements and allow organisational psychologists to use testimonials and articulate benefits of service and use discounts. Therefore, there is a need to include tenders, tender processes, and competitive business quotations and proposals, which are part of normal business practice.

Issue 2: Supervision. Supervision is critical for development and support and is critical when treating individuals one to one. However when the focus of a psychologists work is organisations, is a complex supervision process as critical?

Problem: 4+2 supervision is complex. Currently the requirements for organisational psychologists supervision is hard enough. If supervision is even more restricted then more people may not continue with the profession due to a lack of interest and frustration with the supervision/ professional development requirements rather than a lack of competence. Therefore, the complexities of supervision in the proposal may influence the longevity of the profession.

Solution: Provide more flexibility for the supervision for masters students and be more realistic to deal with employment. For example, have one placement and focus on assessment and intervention in an area relevant for organisational psychology.

Thank you for the chance to voice my opinion about the effect that the proposal will have on organisational psychologists and I look forward to see the revisions to the proposal that considers the nature of work of organisational psychologists.

Kind Regards,

Isabel Smit