

INQUIRY INTO THE NATIONAL REGULATORY SCHEME FOR THE HEALTH PROFESSIONS

Input from the Australian Psychological Society's College of Organisational Psychologists

Who are Organisational Psychologists¹, what outcomes do we want, and what can we contribute to the Inquiry?

What we do

Organisational Psychologists have expertise and provide professional services in relation to:

- analysing organisations' and institutions' external environments in terms of turbulence and volatility and their toxic psycho-social effects in organisations, such as impaired managerial or social policy decision-making, disturbed social and work group relationships, negative individual reactions including anxiety and exogenous depression, and adoption of unnecessary and counterproductive policies concerning employees, their work roles and careers (e.g. immediate resort to dismissals, or gender discrimination when laying off staff).
- recommending appropriate holistic organisational/institutional adaptive behaviours, including organisational and unit structures (and their redesign), strategic planning and structural contingencies, appropriate staffing arrangements (including formal and informal social structures such as team size and relationships, and staff management and leadership), and designing and/or assisting with the delivery of appropriate staff training programs and other "organisational development" activities,
- providing input into the design of work tasks, technology and associated social systems from a "human factors" perspective,
- human resource management issues (e.g. personnel selection, job satisfaction), and aspects of industrial relations (e.g. conflict resolution and mediation),
- occupational health and safety issues from a psycho-social perspective (such as workplace causes of stress, important social and supervisory supports, and preventive/remedial actions),
- related matters (e.g. the management of psychological and some aspects of physical workplace injury and rehabilitation such as Return-to-work programs), and
- understanding and providing guidance especially to adolescents and their parents about occupational issues such as sense of vocation, occupational choice points, entry requirements and pathways, typical career stages and patterns, personality and work motivation patterns in different occupations, gender problems occupationally (e.g. the "glass ceiling"), work-family balance, career and lifestyle change and so on.

Because we do not work as health psychologists in health care delivery systems, we believe we can provide fresh and different perspectives....

¹The term Organisational Psychology also encompasses Industrial and Occupational Psychology.