

Guide to Organisational Psychology Endorsement & Full COP Membership

College of Organisational Psychology, Victoria

What is endorsement and COP membership?

Endorsement in Organisational Psychology is an advanced supervision program that follows completion of an accredited post-graduate psychology degree. There are 2 programs that you follow at the same time – one through the Australian Health Practitioner Regulation Authority (AHPRA; the administrator of the Psychology Board of Australia) and the other through the Australian Psychological Society (APS).

Why do I need to do 2 programs?

There are 2 programs because each serves different, yet complimentary purposes. The AHPRA program takes care of your legal recognition for your specialist skills and knowledge in Organisational Psychology. The APS as a professional body recognises these specialist skills and knowledge too, but the program also gives you full membership with the College of Organisational Psychologists (COP) and full access to the support and benefits of a professional network.

What's the difference between AHPRA and APS?

Think about it like owning a car where AHPRA is Vic Roads, the regulatory body that gives you your license, and the APS is the RACV, the professional membership organisation (not a regulatory body) that helps you out along the way. Within AHPRA is the Psychology Board of Australia (PsyBA). While AHPRA is the regulatory body for all health practitioners, PsyBA is the regulatory arm for all Psychologists. AHPRA does all of the administration on PsyBA's behalf. Similarly while the APS is the RACV for all Psychologists, COP is the group within the APS dedicated to Organisational Psychology. There are many other groups as well for other areas of psychology. Unlike AHPRA and APS however, COP is run entirely by volunteers.

What's the difference between registration with the Psychology Board of Australia and COP membership?

Once completing the PsyBA supervision program you can apply for an 'Area of Practice Endorsement in Organisational Psychology' and publicly refer to yourself as an Organisational Psychologist. During the post-graduate supervision period PsyBA calls you a 'Registrar'.

COP is for those with expertise or interest in Organisational Psychology. We offer continuous professional development (CPD), networking, and advocacy for members. During the post-graduation supervision period, COP calls you an 'Associate'.

Benefits of completing the programs

- Call yourself an 'Organisational Psychologist'
- Enhance your professional profile by being a full member of COP
- Receive a free ongoing subscription to The Australian and New Zealand Journal of Organisational Psychology (ANZJOP)
- Receive the members-only bi-monthly eNewsletter, REACH

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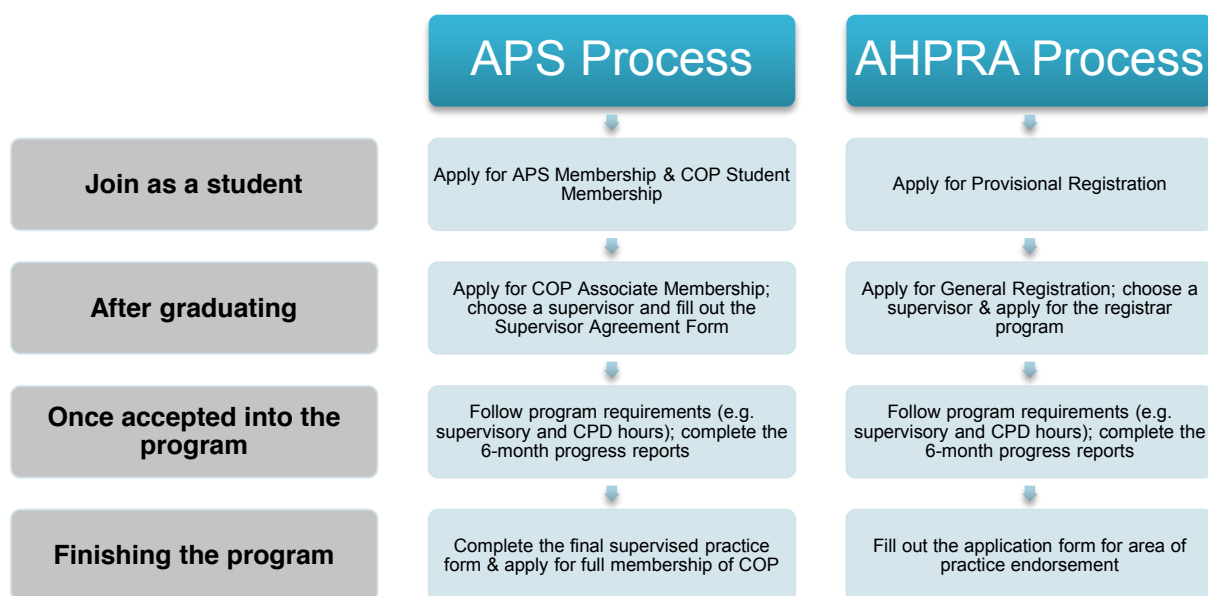
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- Receive discounted entry to any of the College’s professional development events
- Be a part of an elite professional network
- Volunteer for committee activities
- Belong to a professional association that offers support in the education and training of future organisational psychologists
- Belong to a professional association that facilitates professional standards in organisational psychology
- Be part of a coordinated approach to raising the profile of organisational psychology as a value-adding profession

What do I need to start?

- Be fully registered as a psychologist
- Hold an accredited post-graduate degree in Organisational Psychology
- Work a minimum of 17.5 hours a week in a relevant field

What’s the process?



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FAQ's

Who can be my supervisor?

Your supervisor needs to be an approved COP Supervisor, is someone who has been a full COP Member for at least 2 years standing, or who has been eligible to hold the grade of Member of the relevant College for a minimum of at least two years, and who:

- (a) has completed a training program in psychology supervision approved by the APS;
- (b) holds general registration as a psychologist without restriction or conditions;
- (c) is not a member of your immediate family or household; and
- (d) is not or has not been engaged in a therapeutic relationship with you

People who are eligible to supervise for the PsyBA program may not necessarily be able to supervise for the COP program. Your best option is to find someone who can supervise for both.

How do I find a supervisor?

Find a range of COP supervisors listed in the College Supervisors' Directory (APS membership required for access) at:

<http://www.groups.psychology.org.au/CollegeSupervisors.aspx>

Do I just have the one supervisor throughout the program?

You will have the one primary supervisor, but you can also elect to have one or more secondary supervisors. Some people do this to gain exposure to areas their primary supervisor is not an expert in. For example your primary supervisor may be experienced in psychometric assessments, so you may spend some time with a secondary supervisor who specialises in coaching or another field of organisational psychology.

What are the required hours for supervision and CPD for both AHPRA and COP programs?

- 2 years supervised practice
- 80 hours of approved supervision with no less than 2 hours supervision a fortnight
- 80 hours of active CPD relevant to Organisational Psychology

COP Supervised Practice Guidelines:

<http://www.groups.psychology.org.au/Assets/Files/2012-APS-Supervised-Practice-College-Guidelines.pdf>

COP CPD Guidelines:

<http://www.psychology.org.au/Assets/Files/CPD-requirements-detailed.pdf>

AHPRA Registrar Program Guidelines:

<http://www.psychologyboard.gov.au/documents/default.aspx?record=WD10%2f270%5bv2%5d&dbid=AP&chksum=22gzudiqcRL%2bqviAncg2jw%3d%3d>

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Are there any other requirements to complete the program successfully?

Yes there are. There are also some slight differences between APS and PsyBA. For example, the APS requires that all supervision hours are with an approved supervisor from that same College, while PsyBA allows 33% of supervision to occur with a supervisor outside that College specialty. The best thing to do is read the guidelines for each.

Highlights from the APS Supervised Practice (Colleges) Guidelines:

- Your Psychological Practice must be a minimum of 17.5 hours/week, within the area of practice of Organisational Psychology
- Fulltime psychological practice is 35 hours/week over a 44 week year (allowing 8 weeks of personal and annual leave) to be equivalent to a 1 year full time equivalent
- Your supervision sessions need to be provided at least fortnightly
- Your supervision sessions need to be at least 1 hour per session (therefore it is recommended to have 1 hour sessions if meeting weekly, or 2 hour sessions if meeting fortnightly)
- 'Individual supervision' is supervision with the Approved Supervisor in the same room or online (teleconferencing, video teleconferencing, audio or video Skype)
- 'Group supervision' is supervision with the Approved Supervisor and other supervisees in the same room or online (teleconferencing, video teleconferencing, audio or video Skype)
- Texts/emails do NOT constitute supervision (i.e. cannot be counted towards supervision hours), however may be used for follow-up or clarification following a supervision session
- You need to build a supervision plan and maintain a logbook that aligns with the set competencies

What do I need to include in my logbook?

There is a sample logbook provided in the APS Supervised Practice (Colleges) Guidelines.

You must regularly fill your logbook in. The record of supervision must contain the following information:

- Date and duration of supervision session
- Name of Supervisor for that session
- Method & type of supervision
- Brief record of content of discussion
- Supervisor's evaluative comments
- Plan for next session
- Supervisor's signature per page

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What forms do I need to fill out?

Links to all the forms you need are included at the end of this document. In summary, both require initial application forms, 6-month progress report, completion documents, and also, if needed, notification for a change of supervisor.

Still have questions?

APS

Please speak to Melissa Drum (APS College Applications team) if you have any questions about the APS / COP process.

Phone: 8662 3300

Email (Melissa Drum): collegeapplications@psychology.org.au

General information: <http://www.groups.psychology.org.au/colleges/join>

AHPRA

Phone: 1300 419 495

Online: www.ahpra.gov.au/about-ahpra/contact-us/make-an-enquiry.aspx

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Forms

APS Supervised Practice

[All APS Supervised Practice Forms](#)

[Student Subscriber Application Form](#)

[Application for Associate Membership](#)

[Application for Supervised Practice](#)

[Supervised Practice 6 Month Progress Report](#)

[Supervised Practice Final Report](#)

[Application for College Membership on Completion of Supervised Practice](#)

AHPRA PsyBA

[All AHPRA PsyBA Forms](#)

[Application for Registrar Program](#)

[Registrar Program 6 Month Progress Report](#)

[Registrar Program Change of Supervisor Form](#)

[Application for Endorsement on Completion of Registrar Program](#)