



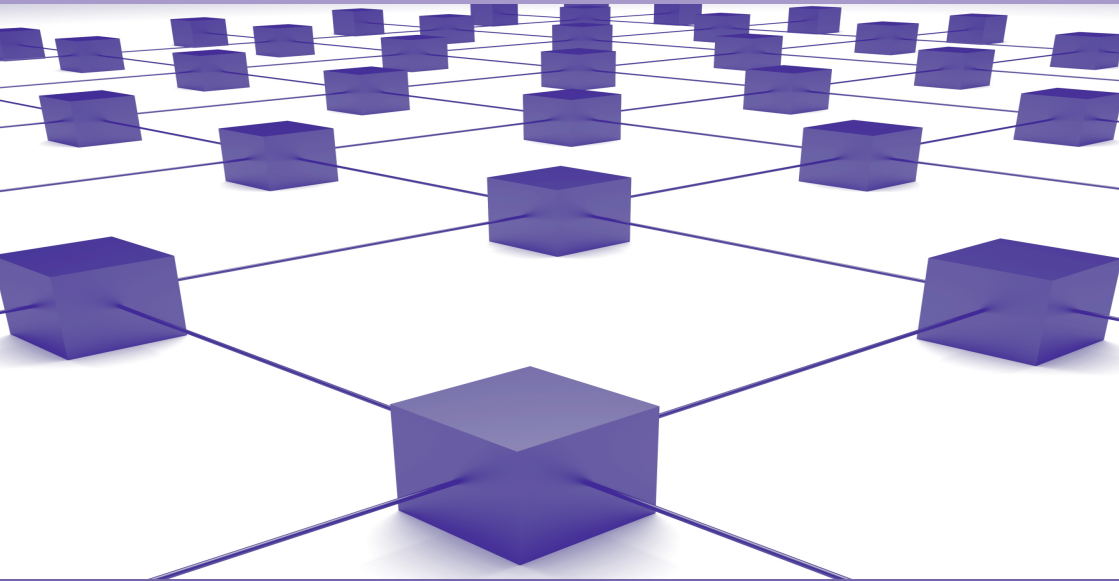
The British
Psychological Society



Division of
Occupational Psychology

Applying the science of psychology to work

Division of Occupational Psychology (DOP) Strategic Plan 2016-2020



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The British Psychological Society

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Division of Occupational Psychology (DOP)

Strategic Plan 2016–2020

The Division of Occupational Psychology (DOP) Strategic Plan sits within the Strategic Plan of the British Psychological Society (BPS). Over the period 2015–2020, the BPS is focusing on six key goals as detailed:

- Promote advancements in psychological knowledge and practice.
- Develop the psychological knowledge and professional skills of our members.
- Maximise the impact of psychology on public policy.
- Increase the visibility of psychology and public awareness of its contribution to society.
- Attract new members and broaden our membership.
- Develop our organisation to support change.

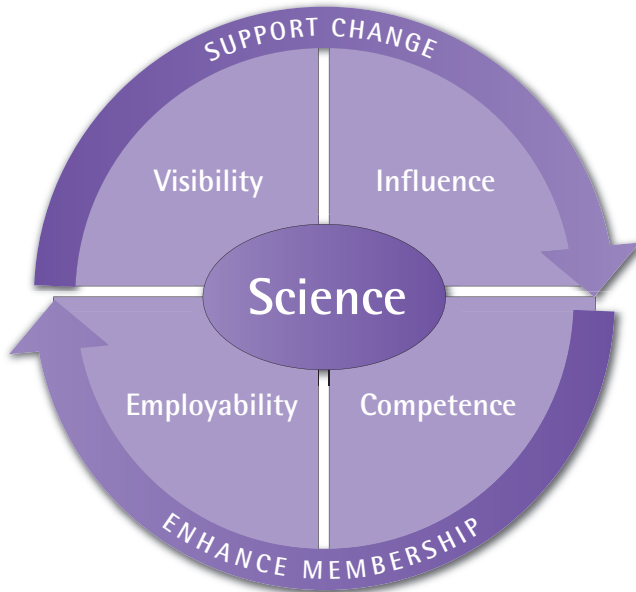
These goals are ones that fit well within the DOP's remit and are ones on which it will concentrate over the next five years. The overview that follows illustrates how the DOP will progress its strategic plan, starting with its mission statement.

Mission statement

The Division of Occupational Psychology promotes the professional interests of occupational psychologists and those in training in the United Kingdom (UK). It provides a home, a champion, a source of support and development for occupational psychologists and trainee occupational psychologists (TOPs).

Strategic objectives

The DOP positions its strategic objectives under the headings of Science, Competence, Employability, Influence, Visibility, Enhance its membership and Support change, as shown.



The DOP's main aim is to add value to the science of Occupational Psychology (OP) and to be the authoritative professional voice for Occupational Psychologists (OPs). This value is seen in the benefits that OP brings to users of psychological services; members, both present and future; and the public. We support the growth of OP in terms of its impact on academic research, the business world and public policy. We encourage collaboration between academic research and professional practice. Our partnership strategy is designed to engage a wider audience and to enhance the contribution made by ethically applying the science of psychology to work.

The DOP's aim is facilitated by its focus on the talent within the profession. This reflects our aim to support those who work in the field of occupational psychology and those who are interested in doing so. We aim to attract talent to, as well as support it in, our profession. Our support for the Stage 2 qualification (Chartership) and our emphasis on continuing professional development (CPD) is at the centre of this focus.

We encourage members in becoming Chartered Psychologists and thereby facilitate their registration as a Practitioner and/or Occupational Psychologist with the Health and Care Professions Council (HCPC), the United Kingdom's statutory regulator.

We support our members in enhancing their professional practice with CPD. We encourage best practice through our Awards and Recognition programme and we encourage the sharing of that best practice through networking and other events. We support 'new and growing' talent through our leadership programme.

Through its activities and actions the DOP aims to fulfil its six Strategic Objectives. Each new initiative that the Division undertakes must demonstrate clear alignment to at least one of these Strategic Objectives before resources are committed to it.

Science

The strategic objectives are:

- 1. Promote the advancement of the knowledge base of occupational psychology and its practice through support for research, education and professional training**

Science demonstrates, promotes, and develops the scientific evidence base underpinning occupational psychology. It is the foundation of our discipline and the justification for any intervention we offer within our field. Therefore, it is positioned as the central strategic goal to support the other goals. Demonstrating the scientific basis of occupational psychology should be the thread running through all the initiatives designed to promote the other Strategic goals.

Science is achieved by:

- Acknowledging the scientific contributions of our members at various stages in their careers by awarding the following:
 - Practitioner of the Year;
 - Academic Contribution to Practice;
 - Lifetime Achievement; and
 - Student Prizes for Excellence.
- Promoting access to relevant peer-reviewed journals.
- Ensuring that scientific criteria is required for conference and award submissions.
- Publishing our annual conference proceedings.
- Promoting and supporting the evidence-base for Occupational Psychology.
- Supporting our working groups in generating primary and secondary research that results in tangible outputs for the DOP.
- Promoting scientific output in *OP Matters*.
- Systematically collating and capturing OP knowledge.
- Using available opportunities, e.g. by generating TED talks, to highlight the application of OP.

- Collaborating with other Member Networks, such as Special Groups, Branches, Divisions, within the BPS to demonstrate multilateral input and output.

How measured

- Annual publication of at least two white papers.
- Annual increased competition for its awards and recognition scheme.
- Annual completion of at least two joint ventures with other BPS member networks.
- Annual completion of at least two joint ventures with academic institutions.

Competence and employability

2. Develop the psychological knowledge and professional skills of our members.

Competence ensures that new and existing members of the profession have the required skill sets to function effectively in their roles.

Competence is achieved by:

- Supporting our annual conference.
- Supporting CPD workshops, either as part of those offered by the BPS's Professional Development Centre, or through our working groups.
- Organising knowledge-sharing events.
- Providing opportunities for volunteering with the Division.
- Supporting a Leadership Development Programme (LDP).
- Setting up a mentoring programme across all stages of an OP's career.

How measured

- Annual increase in the number of attendees to the annual conference.
- Annual increase in the number of workshops submitted to the BPS's Professional Development Centre.
- Annual increase in the number of knowledge sharing events that are organised.
- Annual increase in those who wish to be mentored.
- Annual increase in those choosing to gain the Stage 2 qualification.

Employability is attained by promoting opportunities for the employment of occupational psychologists within diverse organisations.

Employability is achieved by:

- Organising career days.
- Organising a careers fair at our annual conference.
- Organising an internship board on the website.
- Organising workshops to promote the career stories of occupational psychologists.
- Promoting its booklet, *Occupational Psychology as a career option*, and updating it as needed.
- Conducting career sessions on MSc courses.
- Building relationships with businesses, employers and users of psychological services to facilitate mentoring and internship opportunities.
- Providing the opportunities for mentoring.
- Supporting CPD workshops, either as part of those offered by the BPS's Professional Development Centre or through our working groups.
- Supporting events with BPS's Branches.
- Attaining students on each of its working groups.

How measured

- Annual completion of at least two careers fair.
- Functioning internship programme.
- Student representative sitting on each of the working groups.

Influence

3. Maximise the impact of psychology on public policy

Influence allows guidance and insight for policy makers, organisations, individuals, and stakeholders when making policy decisions that is informed by occupational psychology.

Influence is achieved by:

- Preparing and publishing white papers on our website.
- Preparing and publishing position papers.
- Sponsoring interns to conduct literature reviews on relevant and topical issues.
- Supporting our working group – Occupational Psychology in Public Policy (OPiPP) – in developing a clear agenda and actions demonstrating the promotion of policy in practice.
- Collaborating with external and BPS partners in the development and promotion of policy.
- Responding to BPS consultations.
- Developing an annual list of 10 public issues (workplace trends) and prioritising these to action.

How measured

- Annual contribution to at least ten BPS consultations.
- Annual publication of at least two white papers.
- Annual publication of at least one systematic review.

Visibility

4. Increase the visibility of occupational psychology and raise public awareness of its contribution to society.

Visibility entails awareness of the profession and the value that it offers through scientifically grounded practice and inquiry. This includes raising awareness of the gold standard of Chartered status and the legally protected title of Occupational Psychologist.

Visibility is achieved by:

- Exploring partnerships with other organisations contributing to the work environment.
- Developing a series of public engagement events promoting Occupational Psychologists (OPs) and Psychology via social media and digital channels.
- Developing a series of OP sponsored awards with other partners.
- Having an easily accessible and current website.
- Preparing press releases for the annual conference.
- Having and using an active Twitter account – Occupational PsyUK @occpsychuk.
- Committee members using their professional titles in communications (CPsychol, Occupational Psychologist, Registered Psychologist, Practitioner psychologist).
- DOP-branded sponsorship of events.
- Promoting the DOP's magazine, *OP Matters*, to external partners and stakeholders.
- Promoting its awards and recognition scheme.

How measured

- Increase in press coverage at annual conference.
- Increase in social media presence.
- Increase in visits to the DOP's website.
- Completion, publication and promotion of at least two TED Talks to showcase quality research and its practical implications.
- Annual completion, publication and promotion of at least four factsheets on 'hot' topics.
- Quarterly increase in scientific papers, at least two per issue, in *OP Matters*.

Enhance membership

5. Attract new members and enhance our membership base

Enhancing the member base ensures that more diverse groups are encouraged to study Occupational Psychology and thereafter join the Division.

Enhancing the membership is achieved by:

- Exploring different levels of membership to others outside the OP community.
- Retaining members and improving the progression of members through to higher levels, e.g. Stage 2 qualification (Chartership).
- Building relationships with universities.
- Organising career pathways/events
- Organising internships within industry.
- Developing and implementing a student strategy to retain students.
- Setting up and maintaining memoranda of understanding with similar representative bodies.

How measured

- Annual reduction in those members choosing not to renew their membership with the Division.
- Increase in international members.
- Annual completion of at least two careers events/fairs.

Support change

6. Develop our Division to support change

The Division is not static and therefore embraces development and change to ensure that it continues to meet the needs of its members.

Supporting change is achieved by meeting the five listed objectives that are in line with those of the BPS:

- i. Ensure that members are able to contribute their expertise and support to our activities through transparent and coordinated procedures, which promote, welcome and facilitate their involvement.

How attained

Involve Members: We encourage our members to use the vast expertise that they have in delivering the DOP's activities. We promote opportunities to volunteer with the Division. It is important to gather member feedback and develop a sense of community within the profession. We increase member involvement and we recognise the valuable contribution of volunteer members through our 'Volunteer of the year Award'. Our Members are our Division; we promote their capacities in an increasingly complex world. We work towards effective succession planning for committee roles through developing volunteers, including mentoring, where available to support this.

- ii. Achieve a governance structure in which the roles and expectations of the constituent parts are clear, structural barriers removed and collaboration facilitated.

How attained

Autonomy & Support: The DOP has four Strategy Groups that are empowered to decide their own work plan. The wider committee and the Executive Group support the Strategy Groups and their Working Groups; they provide advice when required. The three national elected committees – DOP Scotland (DOP-S), DOP Northern Ireland (DOP-NI) and DOP Cymru – deliver strategy

tailored to their respective policy contexts and ones that are aligned to the BPS's and DOP's strategic objectives. The Executive drives the overall strategic direction and facilitates its implementation through the wider team. Collaboration and the principles of partnership guide the approach taken by the DOP Committee. This facilitates communication, provision of advice and support, and the sharing of ideas and best practice between the Executive, the Strategy Group Convenors and the Chairs of DOP-S, DOP-NI and DOP- Cymru.

Commitment: Members of the DOP Committee are committed to undertake their responsibilities on behalf of the Division. It is recognised that this dedicated effort is mostly a volunteer one and all members of the Division have a responsibility to contribute to the Strategic Objectives individually, in their organisations, and within the Division.

- iii. Achieve operational processes that are able to respond flexibly and in a timely manner to the Division's aims and priority areas while supporting and developing its volunteers.

How attained

Member Benefit: We regularly revisit the ways in which our members' needs are being served and the way in which we add value and benefit to our members. Sometimes the activities are tangible (e.g. a conference) and sometimes they are intangible (e.g. influencing the BPS Trustees), but the underpinning rationale is that it benefits members.

- iv. Ensure the efficiency, timeliness and fitness for purpose of both internal and external communication.

How attained

Openness and Transparency: We work hard to provide members with timely and accurate information utilising a variety of media, providing clarity over who is responsible for what and the roles people have on the Committee. This highlights the 'human face' of the DOP.

- v. Achieve financial sustainability through careful operational and financial planning, which seeks to ensure that there is sufficient income to support the Division's strategic goals.

How attained

Financial Responsibility: We take seriously the responsibility of being custodians of our members' money. We are open and transparent in our accounting and use the money to further our Strategic Objectives. We balance the need to provide accessible opportunities to all, with the need to cover costs.

Conclusion

The Division of Occupational Psychology promotes the interests of occupational psychologists in the UK. We represent and support our members and their needs. We share information and act as the authoritative and public voice of Occupational Psychology. We support our members' professional development and encourage more awareness of the added value which occupational psychology brings to the world of work. We promote and reward excellence highlighting ethical best practice founded on evidence-based research. Our goals, strategy and practice are centred on these guiding principles. We are open and receptive to the needs of our members and to act as a driver of change for occupational psychology.

Dr Roxane L. Gervais, CPsychol CSci AFBPsS

*Chartered Psychologist and HCPC Registered Occupational Psychologist
Chair 2015-2016, Division of Occupational Psychology
On behalf of the DOP Committee*

Appendices

Appendix 1: The Committee's structure and core activities

The Executive

The DOP's Executive comprises the Chair, Chair Elect, Past Chair, Honorary Secretary, Treasurer and is supported by the BPS Administrator assigned to the Division. The Group's focus is on overall strategy, mentoring and direction.

Strategy Groups

The DOP has four Strategy Groups:

1. Science & Practice;
2. Professional Standards & Development;
3. Communication; and
4. Professional and Educational Qualifications.

National Divisional Branches

There are three elected National Divisional Branch Committees for each devolved nation: DOP Northern Ireland (NI), DOP Scotland (S), and DOP Cymru. Each consists of a Chair, Chair Elect, Past Chair, Secretary and Treasurer, ordinary committee members and representatives.

The committee's structure is displayed graphically in Appendix 2.

These various committees/groups are the key drivers of the Division's activities and deliver the tangible and intangible member benefits to achieve their own Strategic Plans, meeting the Division's overarching Strategic Objectives. Each Strategy Group and devolved nation committee has an individual strategy document and an annual budget.

Each of the Strategy Groups has a linked mentor from the Executive Group who supports and enhances their activities. The mentor provides a means for personal and professional development of the Strategy Convenors. In this way, the Division supports succession planning and the professional development of our volunteers. This

structure and mentoring process enhances communication and provides an opportunity for sharing best practice.

All of the Chairs of the devolved nations and the Strategy Convenors are encouraged to work together as a team and to share ideas, views and best practice with each other. This is achieved both formally and informally.

The Executive Group's monthly teleconferences are open to Strategy Convenors and the Chairs of the devolved nations, thus increasing the flow of information and the sharing of best practice. In this way, we operate as one team moving in the same direction.

Strategic aims

The committee acknowledges and supports the DOPs strategic aims to be:

1. Member and service focused;
2. A community for all members within the Division;
3. Viewed as the preferred professional group for occupational psychologists (with the BPS as the overarching professional body);
4. An added value for members and grows membership through these benefits;
5. Responsive to the need for change;
6. Prepared to address and make changes;
7. An organisation that listens to the views and concerns of its members and is open to new ideas;
8. Strategic in how it uses scarce resources;
9. Accessible to all;
10. Developing the profession and individuals;
11. Outward looking, supporting our members with other parts of the BPS and with other institutions, professional bodies and government groups; and
12. A Division that builds relationships and networks within the DOP, the BPS and other external bodies.

Examples of how the DOP has made progress towards these aims include:

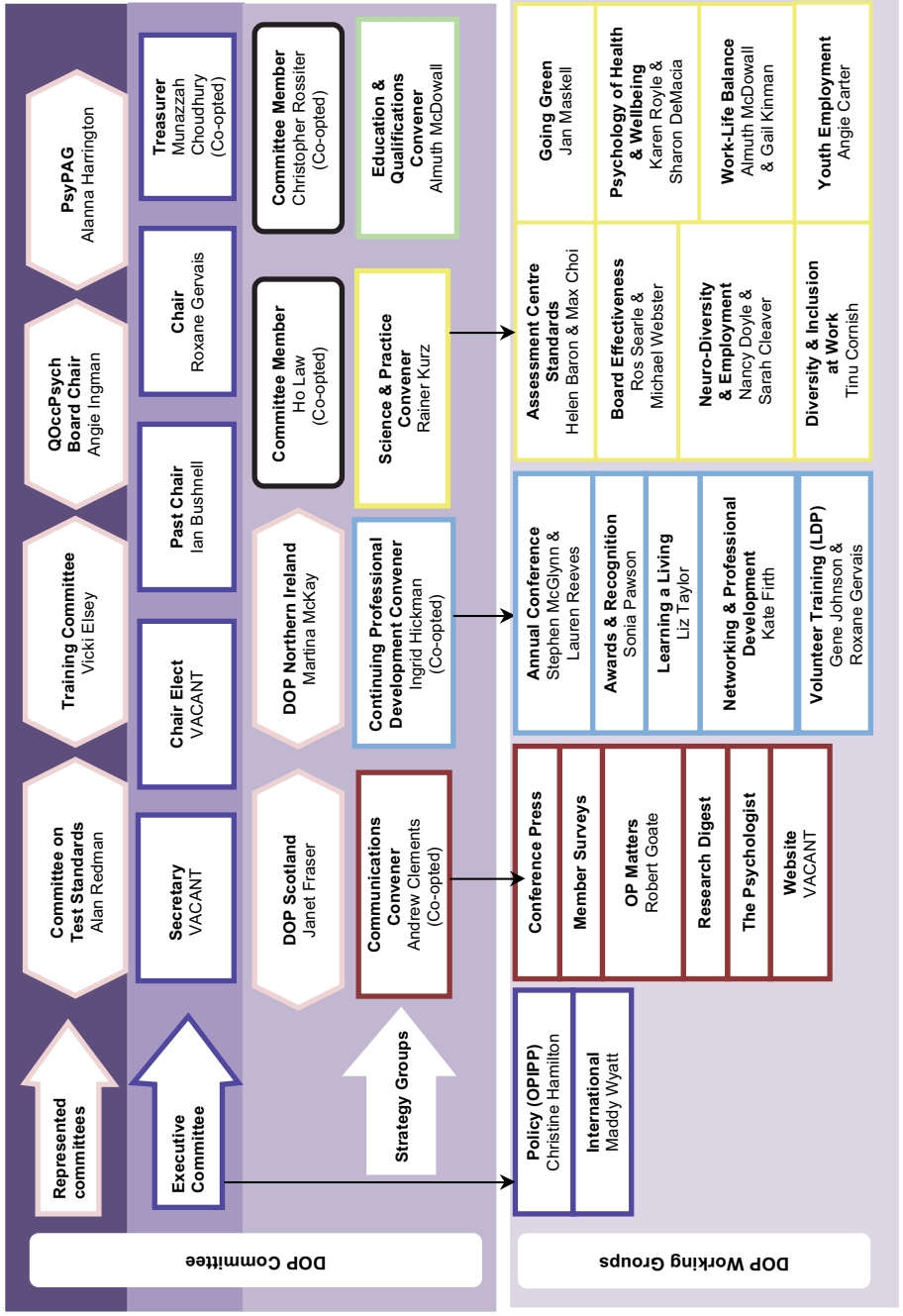
- Having a strong focus on the needs of trainees;
- Being represented on all key BPS Boards and Groups;
- Providing networking opportunities;
- Responding to consultations;
- Providing access to recent research;
- Recognising the contribution of volunteers; and
- Engaging with the Health and Care Professions Council.

More specific information on DOP activities are in the Strategy Group's operational plans within their budget proposals. These are available on request.

Reports detailing the Strategy Groups' and Executive Group's activities are reported annually at the Annual General Meeting (AGM) and information is available on the DOP website – **www.bps.org.uk/dop**

The DOP-NI and DOP-S produce annual reports which are presented at their respective AGMs.

Appendix 2: Division of Occupational Psychology (DOP) – Committee Structure



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