



The Practice of Business Psychology in the Public Sector

Francis Butler

Chairman the Association of Business Psychologists



Background

- 1. Department of Employment Group
Researcher or research broker?**

 - 2. Civil Service Selection Board**

 - 3. Nurses and Allied Professions
Pay Review Body**

 - 4. Metropolitan Police Service
Internal Consultancy Group**
- **Occupational or Business Psychology
What is the difference, if any?**

 - **Psychologist or Consultant**

 - **Statutory Regulation**

 - **The Public Sector labour market for
Business Psychologists**



Occupational Psychology

The eight areas:

Human-machine interaction

Design of environments and work; health and safety

Personnel and selection, including test and exercise design

Performance appraisal and career development

Counselling and personal development

Training (identifying of training needs, training design and evaluation)

Employee relations and motivation

Organizational development and change



Occupational or Business Psychology

What is the difference, if any?

- **Content or Mindset: Why the ABP was formed**
- **Changes over the last eight years**
- **Current relationship**



Psychologist or Consultant

- **Understanding the client**
- **Ethical but aware of client's needs**
- **To work not to be entertained**
- **Priority: Work to be done not
Qualification**
- **Timescales for projects**
- **Project management**



Finding jobs in The Public Sector labour market for Business Psychologists

- **The Psychologist published by the BPS available for student subscribers and graduate members**

The BPS Appointments Memorandum:

<http://www.psychapp.co.uk/> Limited access for non-members.

- **Forthcoming on the ABP website:**

www.theabp.org.uk