

Redrawing the Map:

New Groups for the BPS Division of Occupational Psychology

Our DOP groups are changing

We're doing this so that we can

- achieve our goals for diversity and inclusion
- increase direct member benefit
- align what we do to our needs and strategic priorities
- meet needs for governance and accountability
- future proof the DOP

We aim to do all of the above in ways that are sustainable.

Groups will take new forms and be structured in new ways

They will

- have new terms of reference clarifying reporting relationships, roles, and tenure, clearly specifying the life span and purpose of each group
- create new opportunities for DOP members to get involved
- be aligned to needs and reflect the different areas of occupational psychology

What will happen to DOP's existing Working Groups and Sub-committees?

They will cease to operate on 30 November, 2021. There will then be a period of 'clear blue sky' until we launch our new groups in 2022. Everyone who was a member of a DOP working group nor sub-committee on 17 September 2021 has been invited to express an interest in joining a new.

Introducing our new DOP groups

All of the new groups will report to the DOP Committee and play an important role in energising and supporting the future DOP.

We will be recruiting soon

Once we have matched our current volunteers to new groups, we will do a series of call outs to the whole DOP membership. Watch out for announcements in the monthly Newsletter about applying for the new groups.

There will be six types of groups

1) Member initiative groups

DOP members will be able to team up together and bid to do a piece of work around a topic that advances knowledge and/or practice in occupational psychology. The topic will be identified by the members making the bid. Outputs might include an event, a piece of research for publication in our new DOP periodical, a systematic review, guidance document or toolkit etc. These groups will have a fixed life span (12-18 months). A transparent and robust bidding process will be used for these

initiatives. The DOP committee will review applications and plans to appoint up to three groups as part of a pilot in 2022.

2) Expert advisory panel

This will be a non-meeting group of members with special expertise in an area of occupational psychology. Panel members might be called upon by the DOP Committee to give talks, represent the division at events, lead consultations, or advise the committee in relation to their area of expertise.

3) Development platforms

Development platforms focus on the needs of a clearly defined group of members such as QOP2 candidates. Other possibilities include students or members working in specific sectors. Platforms may be led by a DOP Committee member and/or have a small co-ordinating team of co-opted DOP members who plan and facilitate networking events.

In the case of QOP2, these enable candidates to network with one another, develop peer support, and communicate needs to the DOP Committee so that it can act on behalf of members. For example, we've presented candidate feedback to QOP Board and to relevant BPS stakeholders. We're also working on solutions to better support candidate CPD needs.

Platform events could include action learning.

If you have a clearly defined group which could benefit from a development platform, please let us know. We'll need to ask for more information from you so that we can look at this and put a proposal to the DOP Committee.

4) Task and Finish Groups – TFGs

These are set up by the DOP Committee to deliver a specific output within a 12 – 18 month period. A TFG might carry out research, scope a particular issue, prepare a report or recommendation, develop a resource, produce guidance or help deliver something like an event. They will only be appointed when a specific output is required.

DOP already has an Equality, Diversity and Inclusion TFG. Another TFG is planned to look at Unemployment, Covid and Young People.

Other potential TFG topics will be considered by the DOP Committee in relation to need.

We will be transferring any specific pieces of work (e.g., guidelines) which are still being completed by our existing working groups to a discrete fixed term TFG so that this work can be finished.

5) Sub-committees

Led by a DOP committee member or DOP Exec member, subcommittees support the on-going work of the DOP Committee for the division. Up to half the members of a sub-committee could be members of the DOP committee. This will promote connection and communication. Sub-committee members attend meetings and collaborate with colleagues between meetings to progress tasks. The scope of work to be carried out will be specified in the terms of reference.

The specific details of sub-committees have yet to be finalised.

However, the following are being considered for sub-committees:

- Editorial Board of the new DOP periodical
- International
- Member engagement (including awards and recognition)
- Research and Policy

6) Interest streams

These are based on the five areas of occupational psychology, and are DOP member focused in purpose.

The aim is to share knowledge and practice within the division and fuel the interests of members, encouraging informed debate, dialogue and connectivity.

Each stream will have a co-ordinating team (CT) of co-opted DOP members whose tenure will be either 2 or 3 years. The number of co-opted team members has yet to be decided.

The interest stream CT will host discussions on IRIS, the new DOP online community due to be launched in the autumn of 2021, and deliver *at least one* virtual member networking event each year around a topic relating to the stream's area of interest.

CTs will also advise the DOP committee about trends and developments in that area of interest.

In addition, they may be called upon by the DOP Committee to carry out special projects. CTs can propose projects and activities to the DOP committee for consideration.

They might also produce articles for the new divisional periodical.

The interest streams are:

- **Wellbeing and work**
- **Psychological assessment at work**
- **Leadership, engagement and motivation**
- **Work design, organisational change and development**
- **Learning, training and development**

Next steps

Remember to watch out for announcements in the DOP newsletter inviting applications for the different groups.

For an informal discussion about any of our new groups, email dopchair@bps.org.uk

