



APS College of Organisational Psychologists

Minutes of the 2009 Annual General Meeting Saturday June 27th 1.30pm – 2.30pm Manly

In Attendance: (put in alphabetical order by surname)

Abbey, Joanne; **Aboody**, Margaret; **Afonso**, Fernanda; **Allworth**, Elizabeth; **Ashkanasy**, Neal; **Avenall**, Francis; **Bednall**, Tim; **Bongers**, Stan; **Bonney**, Ann; **Carbet**, Chris; **Carless**, Sally; **Carmichael**, Louise; **Charnp**, Marcus; **Cronan**, Kerry; **Crook**, Arthur; **Crowe**, Bruce; **England**, Mark; **Elliott**, Ray; **Fallon**, Barry; **Fitzgerald**, Joanne; **Griffin**, Barbara; **Hall**, Wal; **Hayes**, Peter; **Heaf**, David; **Hesketh**, Berryl; **Horne**, Winston; **Juniper**, Kate; **Karas**, Viv; **Lehmann**, Melissa; **Lissner**, Dianne; **Loft**, Shayne; **McCallum**, James; **McCredie**, Gina; **McMahon**, Rosie; **MacQueen**, Peter; **Monley**, Ralph; **Norris**, Elizabeth; **Novakovic**, Jade; **Parker**, Stacey; **Partridge**, Bronwyn; **Payne**, Geoff; **Peach**, Megan; **Power**, Marian; **Power**, Paul; **Renacle**, Steve; **Reynolds**, Nick; **Rasmussen**, Laura; **Reddan**, Tim; **Redman**, John; **Rogers**, Shelley; **Rosete**, David; **Su**, Zifang; **Taylor**, Keith; **Turner**, Erin; **Turner**, Katharine; **Watt**, Georgena; **Weeks**, Nicole; **Weisz**, Vivien; **Wiggins**, Mark; **Winefield**, Tony; **Winefield**, Helen

AGENDA

1. Welcome

Members were welcomed by the Chair, Gina McCredie.

2. Apologies

Bloch, Barry; **Brown-Greaves**, Simon; **Flores**, Denis; **Palmer**, Rachael; **Stanton**, Meryl; **Sumner-Armstrong**, Crissa; **Syme**, Paul; **Von Treuer**, Kathryn

3. Proxies

No proxies were received.

4. Confirmation of the Minutes of the 2008 Annual General Meeting

Motion: That the Minutes of the COP AGM 2008 be accepted.

Moved: Barry Fallon

Seconded: Ray Elliot

Adopted unanimously.

5. Business Arising from the Minutes

G McCredie noted that a suggestion from Ray Elliott not to have the AGM during session time at conferences had been adopted and hence our lunchtime AGM today.

No other items were raised.

6. Reports from Office Bearers of the National Executive

A collated document of the various State Chair and National Committee officeholder's reports along with a copy of Transformation Update #3 was distributed to meeting attendees.

Chair's Report was delivered by Gina McCredie – see attached and below.

G. McCredie reminded meeting attendees of the background to the current COP Business Plan. The Business Plan operationalises 5 strategic themes that were the outcome of a survey to college members:

- Growth
- Reach
- Influence
- Innovation
- Capability

The Business Plan is a 3 year plan with a strategic approach to delivering member requirements. The plan unites and contributes to college activities in each state.

Growth

- Membership Growth
 - Total COP membership numbers had increased from 436 in September 2008 to currently 487 members
 - Student engagement material (posters, presentations) available soon
 - New student section on the COP website
 - COP whitepaper has helped lead to a favourable review of APS student membership rates
 - Sponsorship strategy currently being rolled out to generate additional revenue
- Financials

National Committee Treasurer Mark England provided an overview of COP's financial position and concluded that COP was in reasonably good shape:

- As at 31 May 2009, COP National held \$6,050.91. This equates with the amount of \$8,361.22 held a year prior
- A balance of \$6,050.91 allows for a further allocation of funding for the financial year 2009 to 2010

A question from the floor asked whether the current 3 x limit for APS funding allowed the college to achieve key outcomes? Treasurer M England replied that the National Committee worked hard to maximise funding and had been reasonably successful in this.

Motion: That the 2009 AGM Financial Report be accepted.

Moved: Ralph Monley

Seconded: Louise Carmichael
Adopted unanimously.

Reach

The idea of Reach is to build relationships and develop collaborative opportunities.

- The International Linkages Team has completed a variety of work with overseas societies. Currently the team is developing an memorandum of understanding (MOU) with SIOP South Africa.
- Within Australia COP have started to work more closely with AHRI – Most recently we have arranged a booth swap for our respective conferences and have begun work on a MOU.
- We have ongoing dialogue and interaction with the other APS colleges and interest groups

Influence

- Media
 - A trained expert Media Panel is now in place
 - The Media Panel has commenced work identifying relevant media opportunities
 - Have designed and produced promotional materials which can now be used in marketing campaigns
- National Regulatory Developments Working Party and State Registration
 - Big ticket item is the draft national registration and accreditation of health professions bill
 - Additional work in helping sort issues around recent changes by some State Registration Boards

Innovation

COP strives to offer great services its members.

- Australia and New Zealand Journal of Organisational Psychology

Following the successful launch of this journal at last APS year's conference the second issue is currently being compiled.

- COP Website

Contains up to date information for students and members and includes an Audio Visual library of recorded PD events. New content is being added constantly.

- Illuminations

The Illuminations e-magazine for the COP and wider business community although successful, has not attracted quite the level of subscription and support hoped for. More contributors are being sought.

- Reach

Reach, an internal communications email sent to COP members bimonthly was launched in 2008. This publication keeps members up to date with the College's major activities on their behalf.

Capability

Support COP members' growth through world class continuing professional development.

- Continuing Professional Development (CPD)
 - Hosted international speaker Dr Stewart Cooper on transforming dysfunctional teams
 - 8th IOP Conference a major success
 - National PD program too resource intensive so reverted to State-based model for the remainder of 2009

- Closing the Academic-Practitioner Gap
 - Differential Funding Interview Report delivered in October 2008
 - Uni research interests projects listing published January 2009
 - Online Psychology Journals project published April 2009
 - Two Academic Practitioner Roundtables were delivered (Adelaide & 8th IOP Conference)

Major challenges and opportunities for COP

G. McCredie outlined these as:

- National registration of psychologists – advocating and lobbying so the new legislation adequately covers the type of work organisational psychologists do
- Membership growth – needing more full members for the long term viability of the College, and a greater total number of members to have a stronger voice in stakeholder consultations
- Sponsorship and revenue generation – needing to generate more revenue in order to fund the programs we want to offer members
- Member participation – essential to staff our committees and initiative teams, otherwise our impact is reduced and our value negligible
- National Committee changes – needing to ensure a smooth handover in those roles where people are transitioning out/in

7. State Section Reporting

G McCredie highlighted that a report from each State was included in the collated National Committee report. Common themes across the states included:

- Realignment of activities to national business plan
- Continued focus on organising PD in 2008-09
- State Committee development

Motion: That the Chair's, National Committee and State reports be accepted.

Moved: Nick Reynolds

Seconded: Tim Redden

Adopted unanimously

Questions arising from the Chairs and National Committee reports:

- How are we progressing with other organisational psychology societies?

G McCredie replied that in addition to the current work with SIOPSA we also have ongoing relationships with SIOP, BPS, and several other societies.

- Are we involved in ICAP 2010?

G McCredie explained that Kathryn Von Treuer and Sally Carless are our representatives on the ICAP organising committee.

Motion: That the various Committee and State Chair reports be accepted.
Adopted unanimously on a show of hands

Ray Elliot provided a vote of thanks for the outstanding fashion that the National Committee under G McCredie's leadership had acquitted itself.

Professor Lyn Littlefield – APS Executive Director

G McCredie welcomed Professor Lyn Littlefield, the Executive Director of the APS.

Key points from Professor Lyn Littlefield's presentation included:

- Delight at the 600+ attendee to the Manly IOP conference
- The importance of attracting and retaining membership
- Pleased to hear about the COP work on improving linkages with other societies worldwide
- The excellent and extraordinary work undertaken by the NDRWP on national registration
- The national PD programme COP had started to implement
- That COP provided a fabulous model for the other APS Colleges
- The APS Board congratulated COP on its Transformation, and also G McCredie for leading this programme
- Looking ahead National Registration was a key issue that APS and COP would need to continue to work together on
- The APS was keen to ensure that the appropriate training and competencies required for specialities such as Organisational Psychology would be captured
- National Psychology Week's theme for 2009 was the Global Financial Crisis which should provide some good opportunities for Organisational Psychology to comment

8. General Business

No general business items were offered

9. Declaration of Elections for National Committee Office Bearers for 2009-2011

G. McCredie stood aside and Bruce Crowe took the floor to conduct the elections. Six positions were declared vacant.

Formal nominations have been received for the first three positions:

- Chair – Fernanda Afonso
- Membership Secretary – Louise Metcalf
- Professional Development – Joanne Abbey

These positions were confirmed

For the three other positions (Treasurer, Course Approvals, and Secretary), no formal nominations had been received. However, two incumbents (i.e. S Carless and M England) their willingness to continue in these roles. In addition D Lissner expressed her willingness to take on the Secretary's role.

- Treasurer – M England
- Course Approvals – S Carless
- Secretary – D Lissner

No other nominations were offered for these roles and these positions were confirmed.

Bruce Crowe handed the meeting over to Fernanda Afonso, the new National Chair of the College.

The Chair explained that the National Committee wished to appoint an External Communications and Media Coordinator. They proposed that this would be Kerry Cronan, and sought agreement from the AGM attendees.

Motion: That Kerry Cronan be appointed to the COP National Committee as Marketing and Media Coordinator

Moved: Ray Elliott

Seconded: Rosie McMahon

Adopted unanimously

The Chair closed the meeting at 2.30pm.

Minutes taken by Peter Hayes, Secretariat