



The
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Society



Final Revised Draft May 05

A Joint Statement

Issued by Amicus Family of Psychology and the Joint Applied Psychology Divisions of the BPS and Amicus the Union

The Complementary Roles of the BPS Applied Psychology Divisions and Amicus the Union May 2005

This statement is offered by the Joint Liaison Committee of the BPS Divisions representing Applied Psychologists and Amicus the Union Family of Psychology advisory committee representing all psychologists in Health and Social Care.

The purpose is to inform applied psychologists of the complementary roles of Amicus the union and BPS through these Divisions in advancing the interest of applied psychologists with the employer. **It emphasises the necessity for, the function and the value of, joint professional liaison.**

Our Membership

1. The BPS Applied Psychology Divisions share the same professional membership as the Family of Psychology within the Amicus union.
2. These Divisions and Amicus have specific but complementary roles in representing this membership. The Society and the Divisions advise, consult and agree professional policy and guidelines. The union advises and consults upon the implication and application of these as they affect terms and conditions and industrial matters. The BPS regulates the professions but this role passes to the Health Professions Council after 2005.
3. The BPS and its Divisions are constituted under royal charter, which restricts the society from being able to conduct industrial activity on behalf of its membership. Amicus FOP conducts **industrial activity** on behalf of its professional membership and negotiates on pay, terms and conditions of employment. (See 10 below)
4. The Family of Psychology is an elected national professional advisory committee of Applied Psychologists made up of elected regional health sector council representatives drawn from work place representatives, and elected and co-opted national representatives to ensure representation of devolved regions and smaller professional groups that mirrors the Applied Psychology divisions of the BPS.

5. The Family of Psychology represents all applied psychologists in the health and social care sector. Amicus is recognised as the representative union for these employees by the DOH. The FOP represents all post graduate and doctoral qualified applied psychologists, graduate qualified assistant and associate psychologists, and graduate psychologists working in primary care, mental health and general medicine, and those who are also all eligible for affiliate membership of the BPS. The society represents these groups separately through Divisions and affiliation.

Relationship with the Employer

6. The FOP has direct access through Amicus to the employer, the DOH nationally and locally to employing trusts and regionally to strategic health authorities. The BPS has consultative relationships with DOH but is restricted through chartered status in relating to employers over terms and conditions and pay and allied matters, and does not have the remit to relate directly regionally or locally.
7. Amicus consults members and provides advice and puts forward pay claims to the DOH via the Pay Review Body and advises the Joint Staff Council over national terms and conditions of employment.
8. The FOP is able to access the Health Minister, the Secretaries of State for Health, advisors and civil servants who develop health strategy and policy and determine size and rate of development of the workforce. In practice FOP invites the profession to act jointly in developing strategy and on delegations and in this activity.
9. Amicus has a caucus of supporting or sponsored MPs, MEP, and members of the House of Lords. Amicus represents health issues and policy in joint union activity, for example over Agenda for Change.

FOP Conducts Industrial Activity

10. Industrial activity covers all action related to negotiation of and operation of terms and conditions of employment and matters pertaining to pay.

Terms and conditions of employment cover all aspects of employment contracts:

Pay - Hours of Work - Leave

Sickness and injury

Employment rights, including maternity benefits

Public indemnity through NHS employment

Equity and diversity in the workplace

Pensions

Career development through the Knowledge and Skills Framework

Equity of access to CPD

Fair treatment in the workplace

Health and safety in the workplace

Consultation and negotiation of change in work practice in workplace and conditions of employment.

Representation at the workplace to allow activity of Joint Union Committees and Joint Unions and Trust Consultative Committees.

Advice and support of members through grievance and disciplinary procedures

Under Agenda for Change, advice and support for developing job profiles, job descriptions, and person specifications.

The BPS charter restricts the Applied Psychology Divisions organisational and consultative structures from being embedded in Amicus. Therefore Joint Applied Psychologists Divisions and Amicus liaison is vital and essential for effective representation of the membership we have in common.

Joint Liaison

11. Amicus FOP has established close links with the applied psychology divisions through joint liaison to establish joint strategy, policy and action. Many professional bodies are incorporated within Amicus, for example, CPHVA – Community Practitioners & Health Visitors Association/MHNA – Mental Health Nurse Association, MPU - Medical Practitioners Union etc.

The BPS represents the wide body of academic psychology and includes applied psychologists, but as a chartered society, cannot be incorporated into or act as a union. The applied psychology membership of the BPS typically have dual membership with a union.

Campaigns and Joint Action

12. The D.O.H. and advisors engage in ad-hoc consultation with the profession and invited representatives.

Recently new consultative structures have been established where Applied Psychology Divisions and Amicus formally consult and liaise through the NIMHE Work Force Planning Mental Health Care Group.

The union develops and progresses a vigorous industrial agenda in collaboration with the profession through liaison.

Examples of Joint Consultation Includes:

Terms and Conditions of employment

Agenda for Change development of job profiles and person specifications

A.F.C. Knowledge and Skills Framework, career pathways and pay band competency gateways

Modernisation of the workforce and developing new roles

Modernisation of trainee and assistant terms and conditions

Workforce planning seeking uniform and fair pay contracts for trainers

Consultation with the DOH on various working parties.

Regulation and the Health Professions Council functions.

Devolution and the working with the Scottish and Welsh office and in Northern Ireland

Seeking uniform fair and time efficient process of statement of equivalence

Campaigns

Amicus Family of Psychology campaigns on behalf of the membership. Current campaigns include:-

Establishing equal value comparisons with medical professions

Ensuring gender equity of terms and conditions and career progression through fair and equitable access to CPD and funding.

Ensuring the best interest of ethnic minorities in the profession

The BPS Applied Psychology Divisions and Amicus Family of Psychology are closely interactive and complementary. The effectiveness and agendas of both wings of this professional activity are increasingly dependent upon the strength of the relationship between them. It is in the interest of all applied psychologists to support this activity through membership.

On behalf of the Chairs of

Amicus Family of Psychology

Division of Health Psychology

Division of Counselling Psychology

Division of Clinical Psychology

And other divisional members working in the health sector