

Australian Psychological Society College of Organisational Psychologists Annual General Meeting 5 November 2025

Meeting Minutes and Slide Presentation

AGM MEETING MINUTES

College of Organisational Psychologists Annual General Meeting

5 Nov 2025 6.30pm – 8.30pm AEST

Virtual Meeting

AGENDA ITEM	ISSUES	ACTIONS	PERSON RESPONSIBLE
Attendees	Appendix A – list of attendees		
1. Welcome	The meeting was opened by the National Chair of the College of Organisational Psychologists, Hayden Fricke with an acknowledgement of country and all the lands on which people were attending from tonight.		
2. Apologies	Apologies were received from: Maree Riley Matt Henricks Sam Popple		Chair – Hayden Fricke
3. Confirmation of Minutes of previous AGM	The minutes of the previous Annual General Meeting held on 20 November 2024 were confirmed as an accurate record of proceedings. Confirmation moved by Vicki Kavadas.	No business arising	Vicki Kavadas
4. Guest Speakers – Nikita Mikhailov & Simon Toms	Hayden introduced guest speakers Nikita Mikhailov and Simon Toms, both Occupational Psychologists based in the United Kingdom, who delivered engaging presentations on global psychology trends and professional collaboration.	Members are encouraged to complete	

AGENDA ITEM	ISSUES	ACTIONS	PERSON RESPONSIBLE
	Nikita, a Psychometrician and author of 'Personality: A User's Guide', shared insights into global talent pipelines and the role of psychometrics in shaping modern organisational practices. Simon, co-founder of Psychology at Work blog, discussed his research on non-traditional work arrangements and the evolving identity of occupational psychology. Both speakers emphasised the importance of international collaboration, ethical practice, and supporting early career professionals through mentoring and knowledge sharing. G-WOP Conference <i>Background and Development:</i> The idea for G-WOP was formed approximately one year ago following an introduction made by the late Paul Powers. Hayden Fricke from COP was one of the first people involved in discussions. After a successful conversation with Michelle Goro from SIOP, the idea gained momentum. Once SIOP and the College got behind the initiative, it snowballed. The conference ultimately brought together 22-23 professional societies globally Duration: 24 hours of continuous programming Participation: Over 1,000 global colleagues attended Sessions: 31 different sessions covering diverse topics	feedback form for G-WOP	

AGENDA ITEM	ISSUES	ACTIONS	PERSON RESPONSIBLE
	Societies: 20+ professional psychology societies worldwide collaborated Format: Virtual/online delivery enabling truly global accessibility <i>Video Recordings:</i> Recordings have been made available to all registered conference participants through a dedicated Vimeo channel. SIOP colleagues produced professional intro and outro content with the G-WOP logo. The plan is to eventually make recordings available to the wider public to popularise the profession and demonstrate the value organisational psychologists deliver. <i>Planning for 2026:</i> Planning meetings for G-WOP 2026 have already commenced. The tentative date is 17th/18th September 2026. The structure will include: 12 hours featuring best speakers nominated by professional societies, 12 hours of open application sessions. Increased focus on case studies and applied practitioner content based on 2025 feedback Emerging Organisational Psychologist Mentoring Programme Nikita and Simon described their free mentoring initiative that has been running for five years. It involves 9 months of structured mentoring with over 500 mentees		

AGENDA ITEM	ISSUES	ACTIONS	PERSON RESPONSIBLE
	globally. The programme reminds participants how global the profession is and how important it is to connect internationally. As Nikita noted, local challenges (such as the UK's temporary cancellation of the occupational psychology qualification) are just "local hiccups" and everywhere else continues thriving. Global mobility and networking become increasingly important given political upheavals and changing employment landscapes.		
5. Reports from Office Bearers	Chair Report – Hayden Fricke See also Appendix B: AGM Slide Presentation to accompany the minutes below. <i>Chair's Strategic Focus:</i> 1. National Workforce Survey 2. Supporting 15th IOP Conference in Perth 3. Regular communications with members The committee has worked together on four key areas: 1. CPD: Online and in-person events at both local and national levels 2. Belonging: Creating deliberate networking opportunities to build professional community 3. Advocacy: Regular policy submissions representing our interests 4. Sustainability: Building and maintaining relationships with universities and stakeholders Emphasis was on simplifying our actions and focussing on key issues that matter most. There's been strong effort to drive national teamwork while respecting state		Hayden Fricke

AGENDA ITEM	ISSUES	ACTIONS	PERSON RESPONSIBLE
	autonomy, improve member communications, and focus externally to build the profession's visibility. The national workforce survey has been launched successfully and we're transitioning it to a biannual initiative. The IOP conference in Perth was highly successful. Regular communications with members have improved significantly. Challenges remain around the annual survey not yet achieving the desired impact level. We continue working on building a stronger sense of belonging and networking within the profession. He thanked the National Committee and volunteers for their dedication and commitment to advancing the profession.		
	Treasurer Report – David Paterson David provided an overview of the College's financial position and noted ongoing challenges obtaining timely reports from the APS that affects our ability to provide comprehensive financial transparency to members. <i>New Funding Model (commenced 2024-2025):</i> The APS introduced a new funding model that significantly affects COP finances. The key elements are: Base Funding: \$10,000 for each college Membership Increment: Additional \$20,000 for colleges with more than 1,000 members (COP qualifies)	Continue advocacy with APS for improved financial reporting and data access	David Paterson

AGENDA ITEM	ISSUES	ACTIONS	PERSON RESPONSIBLE
	Retention Bonus: Potential additional \$10,000 for colleges achieving greater than 90% member retention between May and August More information about the funding model can be found at: https://psychology.org.au/committee-manual/resources/finance-and-legal-contracts/college-funding He confirmed that COP did not qualify for the \$10,000 retention bonus for the 2026 year due to a 17.6% decrease in membership between May (using June as proxy as no May report was available) and August 2025. The College's funding allocation of \$30,000 must be utilised before 30 June 2026 under the new APS funding model, which does not allow for rollover of funds. David outlined plans to align spending with strategic priorities and ensure financial sustainability going forward. The committee acknowledges the constraints of the current APS relationship and continues ongoing advocacy for: - Greater financial transparency - More detailed and timely reporting - Improved data access - Better understanding of member demographics and trends - We are actively building relationships with APS leadership to improve these areas.		

AGENDA ITEM	ISSUES	ACTIONS	PERSON RESPONSIBLE
	Despite the funding model challenges and the missed retention bonus, COP continues to deliver strong value to members through CPD events, networking opportunities, advocacy initiatives, and professional development programmes. The focus for the coming year will be on improving member retention to qualify for the bonus in future years while continuing to provide excellent member services.		
	Secretary Report – Georgena Watt The COP National Committee met 9 times since the last AGM (20 November 2024), with attendance averaging 12–15 members per meeting (from a total of 19 committee members). <i>Membership numbers (as of 3 October 2025):</i> Total members: 1232 Overall increase since 2024: 146 Students: Increase of 120 Affiliates: Increase of 48 Fellows: Decrease of 21 Academic members: Decrease of 1 While we're seeing growth in student and affiliate categories, the significant decline in Fellows membership (21 fewer) is concerning and requires attention. Understanding why Fellows are leaving and how to retain them will be a priority. There is also a challenge in accessing membership data from APS. We need better information about: - Member location and demographic trends	Volunteer register available for members wishing to get involved with committee projects	Georgena Watt

AGENDA ITEM	ISSUES	ACTIONS	PERSON RESPONSIBLE
	- Conversion rates from student to full member to Fellow - Reasons for attrition at each membership level - Engagement patterns across membership categories - The pipeline development from student membership through to full professional membership and ultimately to Fellow status is critical for the long-term sustainability of the profession. We are unclear about conversion rates and what factors influence members' progression (or lack thereof) through membership grades. We continue to advocate at the board level for better data transparency, more consistent reporting formats, and timely access to information that would allow us to make more informed strategic decisions about member engagement and retention. Despite these challenges, the overall trend is positive with net growth, particularly among students which bodes well for the future pipeline if we can successfully support their transition to endorsed psychologists and engaged COP members.		
Strategic Plan 2022-2025 Report	Chair: Hayden Fricke The 2022-2025 Strategic Plan included six focus areas (social impact, advocacy, stakeholder and partnerships, research and innovation, brand capability, sustainability and growth) which are being streamlined to three focus areas for the 2026-2030 strategy to provide greater clarity and impact. <i>Purpose:</i> Together we transform the world of work by enabling an engaged and influential profession		

AGENDA ITEM	ISSUES	ACTIONS	PERSON RESPONSIBLE
	<i>Vision:</i> To be the leading voice on mentally healthy, thriving people and workplaces <i>Key Achievements 2022-2025:</i> - Endorsement supervision support program (OPEGS) - Registered member status with International Alliance of OP Societies - Inaugural COP National Workforce Survey - Growing social media presence on LinkedIn and PsyCommunity - COP newsletter established - IOP conferences with strong attendance - Student and Elton Mayo Career Awards continued - Career pathways development through expos and student events - Multiple advocacy pieces including Professional Practices Working Group involvement - Indigenous Engagement Strategy development - Governance Institute of Australia partnership - Incubator series for emerging contemporary topics - Learning resources development - G-WOP 2025 Stakeholders & Partnerships - Phil Slade Phil discussed the challenges in funding the next National Workforce Survey, noting delays due to funding changes and the need for alternative funding sources, including potential private partnerships. He outlined plans to coincide the report's release with Labor Day for media interest and emphasized the importance of		

AGENDA ITEM	ISSUES	ACTIONS	PERSON RESPONSIBLE
	consistent reporting for building reputation. The aim is to make the National Workforce Survey a biannual event. Hayden thanked Phil for his continued involvement in driving the National Workforce Survey despite stepping down from the committee. IOP Conferences – Vicki Kavadas Vicki gave an overview of the successful 2024 15th IOP Conference in Perth, exceeding expectations by achieving 33% above target attendance and strong engagement. It was an excellent opportunity for networking and connection. Overall praise for the diverse programme, the keynote speakers including people like Jon Whittlel and Sophie Howe, inclusive venue, quality catering, and thoughtful details such as APS branded socks and premium coffee. The 16th IOP Conference is happening in Melbourne 29th – 31st October 2026. Vicki will be working on the conference with Jeremy Anglim, Diya Dey, Maddie Buhagiar, Hayden Fricke, and Angela Haydon. Capability Development – Tracy Martin Tracy reported on capability development initiatives including: <i>Major pricing change:</i> Online CPD now \$10 for COP members and free for students. Face-to-face events use a cost recovery model. This pricing structure aims to improve accessibility while maintaining quality programming. <i>National Webinar Series:</i>	Members interested in Learning Resources or	

AGENDA ITEM	ISSUES	ACTIONS	PERSON RESPONSIBLE
	Topics have included: productivity, diversity, equity and inclusion (DEI), human factors, psychosocial legislation, hybrid work, neurodiversity, safety <i>Building the Pipeline:</i> Several initiatives to encourage more people into the professions such as “Org Psych Curious” event which had over 550 registrations with high non-member attendance, indicating strong interest from the broader community <i>Learning Resources:</i> Aim is to create a set of on-demand learning resources for the APS website. A needs analysis was conducted with member input. Planned resources include: - Practice guides: In-depth updates on specific areas (change management, coaching, etc.) – members only access - On-Demand Webinars: Built from delivered CPD events - Information Sheets: Plain English explanations of our work, tip sheet format - CPD-on-the-Go (Active CPD): The project involves students from Masters programmes working collaboratively with experienced members to curate resources. An implementation plan has been developed with more details to follow in 2025-2026. <i>New Psych Competencies + Indigenous Engagement Strategy:</i> Recent changes to AHPRA competencies require all psychologists to provide cultural safety and culturally responsive services, particularly to Aboriginal and Torres Strait Islander peoples. Of approximately 700 endorsed org psychs in Australia, there are no endorsed Indigenous org psychs. Only 1 graduate of MOP	Indigenous Engagement projects should contact Tracy Martin	

AGENDA ITEM	ISSUES	ACTIONS	PERSON RESPONSIBLE
	programmes is Indigenous, with Josh O'Neill soon to graduate as the second. As a profession, there is significant work to do in this area. We're fortunate to have Josh and one other graduate to help and support this work so we can encourage more First Nations people to join organisational psychology. <i>PsyBa Higher Education Pathway Review:</i> COP has maintained an active voice in the Psychology Board of Australia's review of higher education pathways, advocating for organisational psychology interests. Communications – Matt Saxinger <i>Organisational Psychology Endorsement Group Supervision (OPEGS) Program:</i> OPEGS is a national initiative providing structured, high-quality group supervision for registrars working towards organisational psychology endorsement. It builds on the successful South Australian pilot programme and has now expanded nationally. Duration: 12 sessions over 18 months (24 hours total supervision) Coverage: All 8 AHPRA Areas of Practice competencies Format: Predominantly online with some face-to-face offerings Facilitation: Sessions facilitated by Board-approved supervisors Capacity: Maximum 10 registrars per session for depth and engagement Pricing: APS members \$50 per session; non-APS \$100 per session Current Operations: Three concurrent programmes running (QLD, ACT/NSW, VIC) August 2024-November 2025: 33 sessions delivered, 10+ supervisors involved, 20+ registrars, average 5 supervisees per session	Continue OPEGS expansion; recruit additional supervisors and registrars for next cycle	

AGENDA ITEM	ISSUES	ACTIONS	PERSON RESPONSIBLE
	G-WOP 2025 COP was an early supporter and participant in G-WAP, with Hayden Fricke being one of the first people involved in planning discussions approximately a year before the event. Recordings are now live and available to registered participants. Planning for G-WAP 2026 has already begun. A feedback form has been circulated to gather input for improving the next iteration. This represents an ongoing commitment to global collaboration and knowledge sharing within the organisational psychology community. COP members are encouraged to complete the feedback form to help shape the 2026 conference programme and consider presenting or participating in the next event. Advocacy, Policy & Consultation – Matt Henricks The primary focus over the past 12 months has been proactive involvement in the APS Professional Practice Working Group, ensuring that organisational psychology interests are well represented in the current review of APS ethical guidelines. Work is well advanced and on track for completion by early 2026. There has been a positive response to guidelines release to date. Updated guidelines will be crucial for understanding requirements arising from the AHPRA Code of Conduct. Additional Submissions (Past 12 Months): - National mental health and suicide prevention plan - APAC accreditation standards review - Revised ADHD practice guide published by APS - NSW mental health and wellbeing strategy	Members encouraged to complete G-WOP feedback form Expressions of interest process to be launched for members to contribute expertise to advocacy efforts	

AGENDA ITEM	ISSUES	ACTIONS	PERSON RESPONSIBLE
	- Clinical practice guidelines for management of overweight and obesity in Australia - Response to the Productivity Commission's Interim Reports on "Five Pillars of Productivity" - PsyBa Higher Education Review (ongoing) Emphasis is on being proactive rather than reactive. Many advocacy issues arise with very little response time. The committee encourages greater member input, particularly from those with relevant expertise. Members interested in contributing to advocacy work are invited to register their interest and areas of expertise.		
Strategic Plan 2026-2030	Strategic Planning Process – Jo Wintle & Angela Haydon <i>Development Approach:</i> In preparation for the 2026-2030 strategic planning, the committee conducted: - Multiple focused sprints prior to the main planning session - Reflection on the previous 2022-2025 strategy: what worked, where opportunities exist - Input gathering from committee members, members, and stakeholders - PESTEL and SWOT analysis A key outcome of the planning process was streamlining from six focus areas in the previous strategy to three focus areas for 2026-2030. This provides greater clarity, impact potential, and easier communication of strategic priorities. Angela Haydon outlined next steps, including circulating the 'Strategy on a Page' for member feedback, aligning committee portfolios to the new plan, and developing a comprehensive strategy document for release in early 2026.	Strategy on a Page to be circulated for member feedback; watch for opportunities to provide input	Jo Wintle & Angela Haydon

AGENDA ITEM	ISSUES	ACTIONS	PERSON RESPONSIBLE
	<i>New Purpose:</i> Strengthening the organisational psychology community to shape the future of work <i>New Vision:</i> To be the leading voice on optimising organisations where people and teams thrive These statements reflect an evolution from the previous strategy while maintaining core commitments to professional community, workplace impact, and thought leadership. <i>New KFAs:</i> <i>Advocacy and Influence:</i> Building the profession's visibility and positioning organisational psychology as essential to workplace optimisation. - Proactive engagement with government and policy processes - Media and public discourse participation - Demonstrating value to key stakeholders - Being the leading voice on work and organisational issues <i>Professional Excellence:</i> Supporting capability development and maintaining high professional standards across all career stages. - CPD programming (online and in-person) - Endorsement pathways and supervision support (OPEGS) - Research and innovation - Maintaining professional standards and ethics		

AGENDA ITEM	ISSUES	ACTIONS	PERSON RESPONSIBLE
	- Supporting transition from student to established professional - Continuous learning and development opportunities <i>Building Community:</i> Creating connection and belonging within the organisational psychology profession. - State, national, and international connections - COP membership engagement and value proposition - G-WOP and global partnerships - Supporting pipeline from student to full member to Fellow - Intergenerational knowledge sharing - Creating spaces for collaboration and mutual support Implementation and Approach: A concise one-page summary of the 2026-2030 strategy will be shared with membership for feedback. Portfolio responsibilities and committee roles will be realigned to the new strategic focus areas in 2026. Following member feedback on the Strategy on a Page, more detailed implementation plans will be developed. The committee actively welcomes member input throughout the strategy development and implementation process. This is your profession and your strategy – your voice matters.		
2024-2025 Committee	Hayden thanked outgoing committee members for their contributions, with special acknowledgement to those completing terms of service:		Hayden Fricke/Angela Haydon

AGENDA ITEM	ISSUES	ACTIONS	PERSON RESPONSIBLE
	Diya Dey – Continuing with IOP Conference Hayden Fricke – Continuing with IOP Conference Vicki Kavadas – Continuing with IOP Conference Phil Slade – Continuing with Future of Work Survey Each has made significant contributions to their portfolio areas and the broader work of the committee. Their volunteer service, expertise, and dedication have been invaluable to advancing the profession and supporting COP members. The committee and membership extend sincere thanks to all departing committee members for their time, effort, passion, and commitment. Volunteer service at the committee level requires significant personal commitment, and their contributions have strengthened the profession and the College. We look forward to their continued involvement in other capacities.		
Committee Changes and Nominations 2025-2026	Welcome: David Paterson - Treasurer, first term Matthew Saxinger - Committee Member, second term All nominations were elected unopposed, indicating strong support for continuity in the committee positions. Transition of COP Chair: Hayden Fricke, conclusion of 2-year term Angela Haydon, commencement as COP Chair (2-years)		

AGENDA ITEM	ISSUES	ACTIONS	PERSON RESPONSIBLE
	Angela thanked Hayden for his leadership during this challenging period which involved: - navigating APS funding model changes - supporting the profession through ongoing post-COVID recovery - launching the inaugural National Workforce Survey - building stronger relationships with APS leadership - Championing member engagement and communication improvements - Supporting the highly successful Perth IOP Conference - Representing COP in early G-WAP planning discussions - Driving strategic planning for 2026-2030 Hayden's focus on simplifying actions, doing less but doing it better, and maintaining clear communication with members has positioned COP well for future growth. While stepping down as Chair, Hayden will remain active in COP initiatives and continues to be a strong advocate for the profession. <i>Transition of COP Chair:</i> Angela Haydon commences her two-year term as COP National Chair. Angela has been serving as Chair-Elect / Deputy Chair and brings extensive knowledge of COP operations, strong relationships across the committee and membership, and clear strategic vision. In her opening remarks as incoming Chair, Angela outlined several key priorities. <i>Complete and Launch 2026-2030 Strategy:</i> - Finalise strategic plan with member input		

AGENDA ITEM	ISSUES	ACTIONS	PERSON RESPONSIBLE
	- Align committee structure and portfolios - Develop detailed implementation plans - Communicate strategy clearly to all members <i>Strengthen Data and Member Communications:</i> - Improve access to membership data and analytics - Enhance understanding of member needs and preferences - Build more effective communication channels - Increase transparency in committee operations <i>Build APS Relationship:</i> - Continue strengthening partnership with APS - Advocate for better data access and financial reporting - Represent COP interests at board level - Collaborate on initiatives of mutual benefit <i>Member Engagement and Value Proposition:</i> - Focus on retention, particularly of Fellows - Improve pipeline from student to full member to Fellow - Enhance member value proposition - Create more opportunities for member involvement - Build stronger sense of professional community Angela expressed her commitment to collaborative leadership, continuing the strong work of the committee, and positioning COP as the leading voice for organisational psychology in Australia and internationally. The committee and		

AGENDA ITEM	ISSUES	ACTIONS	PERSON RESPONSIBLE
	membership congratulated Angela on her appointment and expressed confidence in her leadership for the next two years.		
Other Business	PsyBA Higher Education Pathway Review A discussion arose regarding the review which is currently underway. This review has major implications for the future of organisational psychology training and endorsement pathways. Key points raised: - The structure of PsyBA consultation survey and feedback mechanisms has been frustrating for many members - Need for both individual advocacy (direct submissions to Review Chair Rachel Phillips) and collective advocacy through COP and APS - Individual member voices are important and should be heard directly by the Review committee - COP will also make a comprehensive organisational submission representing member interests - Timeline is important – members need to act quickly to ensure their input is considered - The pathway review represents a critical moment for shaping the future of organisational psychology education and training in Australia. Member engagement is essential. Thanks to Members The committee expressed sincere gratitude to all COP members for your continued support of the College and Organisational Psychology overall. Your membership, engagement, and advocacy strengthen our profession every day.		

AGENDA ITEM	ISSUES	ACTIONS	PERSON RESPONSIBLE
Motions	No motions raised		
Meeting Close			

Call to Action to Members:

Members are most welcome and encouraged to become involved in COP activities, initiatives, and committees. Whether you have expertise to contribute to advocacy work, time to volunteer on projects, or simply want to connect with colleagues, there are many opportunities to get involved.

Please contact: **apscopncsecretary@gmail.com** with any queries or to register your interest in volunteer opportunities.

Communication

For Members:

- [APS PsyCommunity](#)
- LinkedIn-[College of Organisational Psychologists](#)
- [Facebook group](#).
- LinkedIn – State LinkedIn pages

For the Public:

- LinkedIn - [Psychology Put to Work](#)

Further updates on Comms options are under review as part of the ongoing APS digital transformation major project.

On behalf of the 2024-2025 National Committee, we thank you for your continued support and your attendance tonight at the AGM.

APS COLLEGE OF ORGANISATIONAL PSYCHOLOGISTS NATIONAL COMMITTEE @ 22 Sep 2025					
COMMITTEE POSITIONS		Key Focus Area (KFA) LEADS		STATE CHAIRS / REPS	
Chair	Hayden Fricke	Social Impact & Advocacy	Matt Henricks	State Chair – Qld	Sam Popple
Chair- Elect / Deputy Chair	Angela Haydon	Stakeholders & Partnerships	Phil Slade	State Chair – NSW/ACT	Liz Payne
Secretary	Georgena Watt	Research & Innovation	Jo Wintle	State Chair – Vic	Madeline Buhagiar
Treasurer	David Paterson	Communications & Brand	Matt Saxinger	State Chair – SA	Jamie Auton
Early Career Rep	Vacant	Capability (Chair – CPD)	Tracy Martin	State Rep - WA	Pauline Willis / Amelia Twiss
Student Rep	Nayoung Choi	Sustainability & Growth	Yas King	State Rep – Tas	Kathy Turner
				State Rep – NT	Vacant
		IOP26 CONFERENCE: Oct 2026 Melbourne		Chair/s	Vicki Kavadas Jeromy Anglim

APPENDIX A – COP AGM REGISTERED ATTENDEES Total = 123

5 Nov 2025								
1	Georgena	Watt	24	Kerry	Werchon	47	David	Paterson
2	Maharshi	Patel	25	Kyle	Laing	48	Jaime	Auton
3	Leanne	Faraday-Brash	26	Timothy	Ridgway	49	Cassandra	Heffernan
4	Hayden	Fricke	27	Helen	Lea	50	Alistair	Reade
5	Karl	Wiener	28	Katherine	Cocks	51	Reece	Jones
6	Joy	Mitchell	29	Daniel	Taylor	52	Amanda	Ferguson
7	Tracy	Martin	30	Diya	Dey	53	Katherine	Juniper
8	David	Heap	31	Jessica	Wator	54	Katharine	Turner
9	Iman	Rifai	32	Jacqueline	Larratt	55	Stephanie	Hosking
10	Peter	Macqueen	33	Shannon	Kelly	56	Angela	Haydon
11	Karin	Behrens	34	Nathan	Carr	57	Brenda	Lucardie
12	Shelley	Rogers	35	Susanna	Ianni	58	Peter	Webb
13	Caroline	Dingle	36	Andrew	Robinson	59	Stephen	Byrne
14	Zena	Burgess	37	Luke	Bolt	60	Jodie	Andrew
15	Joanne	Fenton	38	Rosalie	Holian	61	Phoebe	Gervaise
16	John	Alder	39	Pauline	Willis	62	Melisah	Feeney
17	Samantha	Atkins	40	Ngoc Ngan Giang	Le	63	Samantha	Allen
18	Neil	Kirby	41	Matthew	Saxinger	64	Renee	Keys
19	Ji Yeon	Kim	42	Alison	Taylor	65	Hannah	Singer
20	Gregory	Nathan	43	Xuan	Wang	66	Angela	Vearing
21	Caroline	Ramplang	44	Samantha	Bala	67	Abdo	Mehyo
22	Thian Hao Keith	Thoeng	45	Gina	McCredie	68	Romina	Draper
23	Emily	Douglass	46	Maree	Riley	69	Jackie	Watkins

70	Carolyn	Ireland	97	Sephy	Pariente			
71	Drew	Tatnell	98	Fernanda	Afonso			
72	Vicki	Carter	99	Warwick	Graco			
73	Jasmine	Sliger	100	Trisha	Carter			
74	Adam	Xie	101	Anna	Dawson			
75	Julia	Woodside	102	Philip	Slade			
76	Vicki	Kavadas	103	Eva	Husak			
77	Christine	Evans	104	Summer	Bland			
78	Fiona	McDonald	105	Melanie	Clifford			
79	Georgia	Vogelsang	106	Nanette	McComish			
80	Donna	Neill	107	Manpreet	Kaur			
81	Dorit	Marom	108	Jennifer	Cheung			
82	Vashti	Wallace	109	Claire	Swyny			
83	Jenny	Clavio	110	Daniel	Campbell			
84	Sharon	Bent	111	Kim	Pluess			
85	Elizabeth	Norris	112	Clare	Bebbington			
86	Catherine	Hawkins	113	Craig	Gillies			
87	Elizabeth	Payne	114	Joshua	O'Neill			
88	Nayoung	Choi	115	Mindy	Simpson			
89	Richard	Goddard	116	Gavin	Didsbury			
90	Samantha	Popple	117	Dianne	Knowles			
91	Yun Ju	Lee	118	Kerry	Buchholz			
92	Karen	Whittingham	119	Geoffrey	Ryan			
93	Larasati	Adi	120	Johann	Wigley			
94	Kim	Richards	121	Kerrie	Klinsic			
95	Scott	Roberts	122	Roslyn	Humphreys			
96	Marilyn	Willis	123	Josephine	Wintle			

APPENDIX B – AGM SLIDE PRESENTATION



Annual General Meeting

2025

Acknowledgment of Country

The College of Organisational Psychologists (COP) acknowledges the Traditional Owners and their custodianship of the lands on which we meet.



Agenda

- Open and Welcome
 - Apologies, Confirmation of 2024 minutes
- Guest Speaker – Nikita Mikhailov / Simon Toms
- Office Bearer Reports
- 2022-2025 Strategic Plan Report
- Future Directions
 - 2026 – 2030 Strategy
- Committee Membership
 - Committee member appointments
- Other Business

Welcome!

Apologies

- Maree Riley
- Matt Henricks
- Sam Popple

Confirmation of previous minutes

- Business arising

Guest Speakers: Nikita Mikhailov & Simon Toms

Nikita and Simon were the untiring hosts of the recent inaugural and phenomenally successful 24hr online Global Work and Organisational Conference.

Nikita is a Psychometrician, passionate and fascinated by personality in all its forms and uses. He has recently co-authored 'Personality; a User's Guide'. He is based in London and has an impressive dossier of experience and insights into the Organisational Psychology profession. He is also committed to creating opportunities for our profession and publishes the Newsletter called #psychtalent – a bi-weekly newsletter for Jobs in Occupational/IO/Business Psychology across the world. Nikita is a sought-after keynote speaker and also a stand-up comedian!

Simon is also an Occupational Psychologist in the UK. Simon has completed his PhD, authored a book and continues to do some research in the area of non-traditional working arrangements, especially the employment of temporary agency workers. More recently, Simon has also been in the world of personality psychometrics, with specific focus on research, development, and validation. He has volunteered extensively with the British Psychology Society, European Association of Work and Organisational Psychology Congress conferences and is also the Co-Founder of Psychology At Work.Blog and is involved with managing the 'Emerging Occ Psychs' Initiative. He is also a sought-after guest lecturer.



Office Bearer Reports

Chair Report

My focus

1. National workforce survey
2. 15th IOP Conference in Perth
3. Regular communication with members

Our focus

1. CPD - online and 'in person' events locally and nationally
2. Belonging - deliberate networking opportunities
3. Advocacy - regular policy submissions
4. Sustainable profession - relationships with universities

Secretary Report - Georgena Watt

The COP National Committee has held 9 meetings since the last AGM on 20 November 2024, with committee member attendance averaging 12-15 each meeting from a total of 19.

COP Membership Numbers as at 3 Oct 2025:

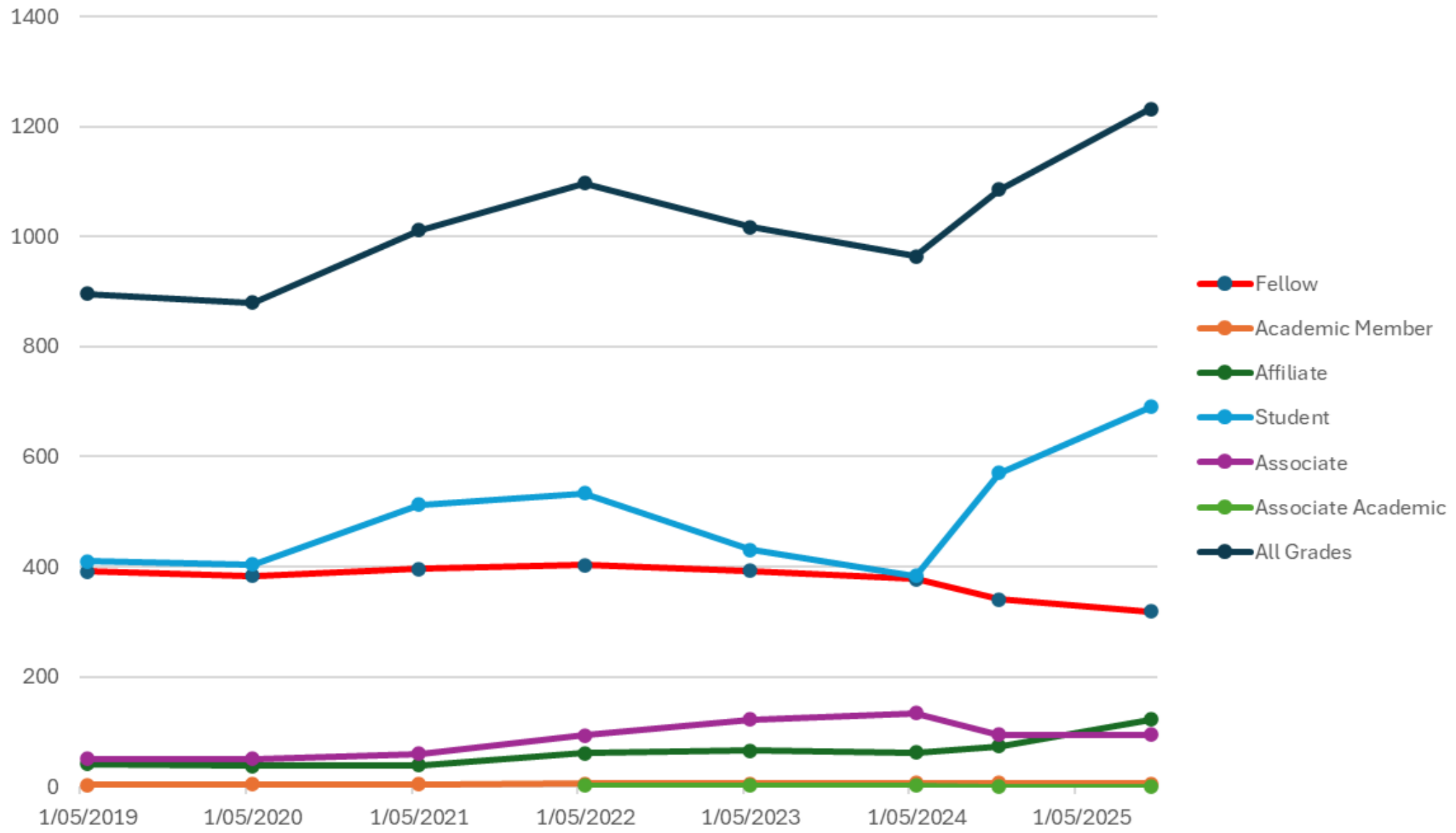
College Name: **APS College of Organisational Psychologists**

College Grade	VIC	NSW	QLD	SA	WA	ACT	TAS	NT	Overseas	Grand Total
Student	202	186	143	51	70	19	11	7	2	691
Fellow	102	103	42	40	16	11	3		2	319
Affiliate	33	33	28	12	9	5		1	1	122
Associate	24	23	22	12	8	3		1	1	94
Academic Member	1	3			1					5
Associate Academic		1								1
Grand Total	362	349	235	115	104	38	14	9	6	1,232

Compared with Nov 24: Increase of 146 members overall. Increases of 120 Students and 48 Affiliates, and a decrease of 21 in Fellows and 1 less Academic Member.

FYI

COP Membership Trends, 2019 - 2025



Treasurer Report

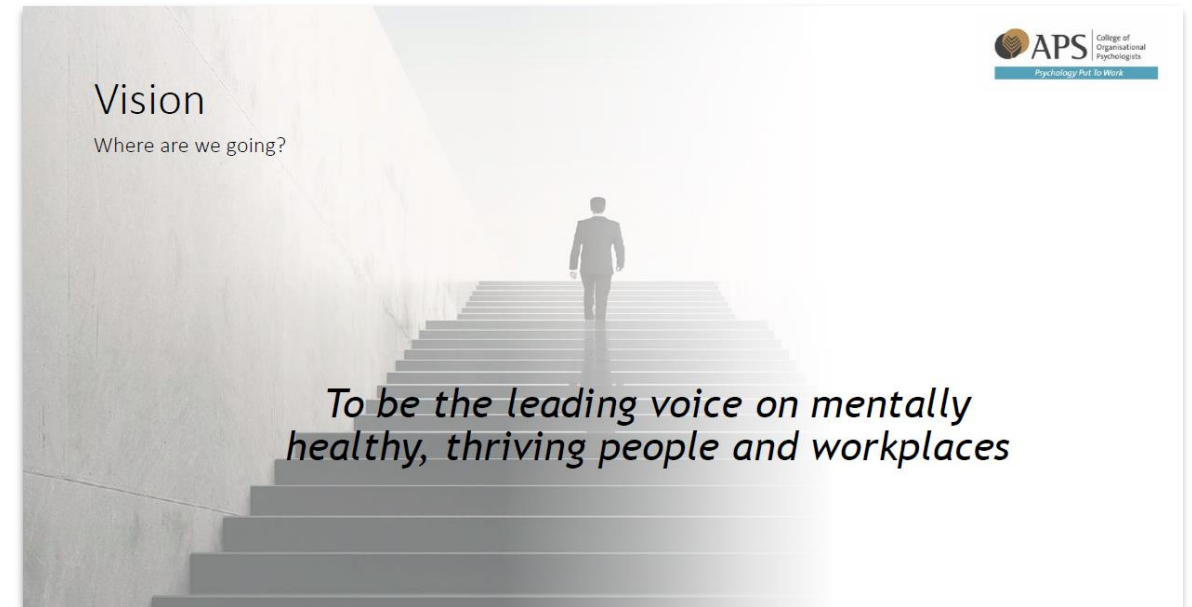
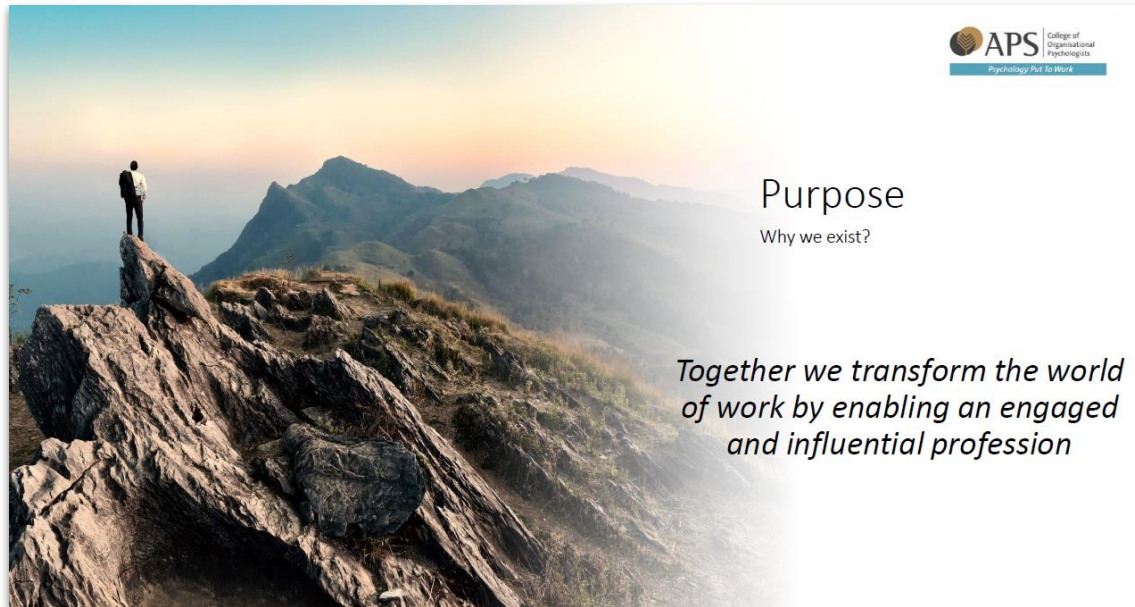
	June 2024							June 2025							Financial Year to September 2025																																																		
	National	NSW	VIC	QLD	SA	WA	Total	National	NSW	VIC	QLD	SA	WA	Total	National	NSW	VIC	QLD	SA	ACT	WA	Total																																											
APS Funding																																																																	
Base Funding	5,000							5,000							5,000							10,000				10,000																																							
Membership Increment								0							0							20,000				20,000																																							
Retention Bonus								0							0											0																																							
Total APS Funding	5,000	0	0	0	0	0	5,000	5,000	0	0	0	0	0	5,000	30,000	0	0	0	0	0	0	0	30,000																																										
Carry Forward from Prior Year															23,893							23,893																																											
Conference Income								0							23,230							23,230							0																																				
Projects																																																																	
Workforce Survey	(21,225)							(21,225)							0														0																																				
Administration																																																																	
Meetings	(11,440)														(1,799)							(13,239)							(18,553)							(1,017)							(364)							(1,584)							(21,517)							0	
Other								0							(282)														(125)							(408)							0																						
	(11,440)	0	0	0	(1,799)	0	(13,239)	(18,835)	(1,017)	0	(364)	(1,584)	(125)	(21,925)	0	0	0	0	0	0	0	0	0																																										
Events																																																																	
Revenue	1,927	3,259	5,054	4,498	4,782		19,519	22,913	1,468	5,978	4,183	2,200		36,742	3,273	227	2,254	823	773	182		7,532																																											
Expense	(6,709)	(2,645)	(3,298)	(3,081)	(2,636)	(992)	(19,362)	(1,911)	(3,252)	(3,796)	(5,528)	(3,830)		(18,316)	(3,159)	(3,451)	(300)	(1,838)	(477)			(9,224)																																											
Surplus/(Deficit)	(4,783)	614	1,756	1,417	2,145	(992)	157	21,003	(1,784)	2,182	(1,345)	(1,630)	0	18,426	114	(3,223)	1,954	(1,016)	296	182	0	(1,692)																																											
Awards & Recognition	(250)														(838)																																																		
Total	(32,698)	614	1,756	1,417	347	(992)	(29,556)	29,559	(2,800)	2,182	(1,709)	(3,214)	(125)	23,893	54,007	(3,223)	1,954	(1,016)	296	182	0	52,201																																											

- Limited reporting from the APS has been an issue to date.
- No retention bonus (\$10,000) in 2026 year as member numbers decreased by > 10% (-17.6%) Between May (1,394 June as proxy as no May report) and August (1,148) 2025.
- Need to plan to spend the balance of the APS allocation by 30 June 2026 as these funds do not rollover.



Strategic Plan 2022-2025

Strategic Plan 2022-2025



Strategic Plan 2022-2025

APS College of Organisational Psychology 2022-2025 STRATEGIC ROADMAP

PURPOSE	Together we transform the world of work by enabling an engaged and influential profession					
VISION	To be the leading voice on mentally healthy, thriving people and workplaces					
KEY FOCUS AREAS	Social Impact and Advocacy	Stakeholders and Partnerships	Research and Innovation	Brand	Capability	Sustainability and Growth
GOALS	- Embrace our role in preventative mental health, well being and productivity - Lead the conversation about the future of work - Lead driving socially responsible outcomes at work	- Identify stakeholders and develop an engagement plan - Establish strong relationships with stakeholders and partners - Tailor purpose of each stakeholder engagement - Co-ordinate existing key relationships	- Enable thought leadership - Establish Practice Areas to progress innovation - Create avenues for publishing, testing and piloting ideas - Bring together partnerships of academic and business	- Increase demand for OPs by enhancing our profile, reputation and influence - Demonstrate our value via social media and speaking engagements - Increase numbers of those interested in OP as well as numbers of endorsed OPs - Proactively promote our capabilities	- Identify and support our members' career paths - CPD aligned with social, technical and scientific advances and best practice - Future focus to ensure OPs can continue to deliver services to meet needs of the Australian workforce and community	- Simplifying the endorsement pathway - Increasing the flow into and number of Masters' programs - Broadening the net to be more inclusive and provide more benefits for seasoned OPs

COP Strategy 2022 - 2025

Achievements

Endorsement
supervision support
program (OPEGS)

Registered Member
International Alliance
of OP Societies

National Workforce
Survey

Growing social media
presence – LinkedIn
and PsyCommunity

COP Newsletter

Student and Elton
Mayo Career Awards

IOP Conferences

Many National and
State based CPD
events

Multiple advocacy
pieces, including the
Professional
Practices Working
Group

Career pathways
through expos and
student events

Governance Institute
of Australia
partnership

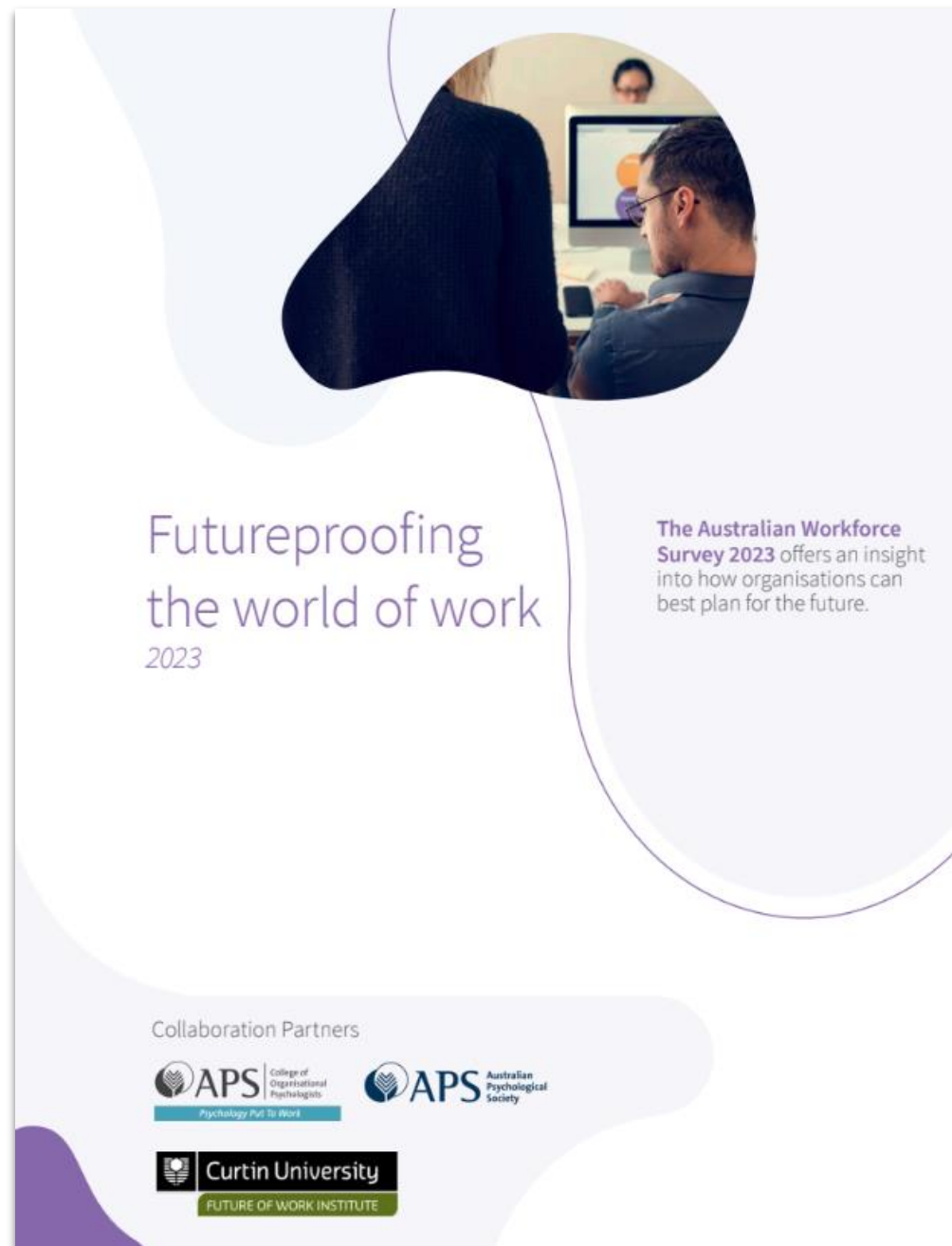
Incubator series

Learning Resources

Indigenous
Engagement Strategy

G-WOP 2025

National Workforce Survey



IOP Conferences

APS 15th Industrial and Organisational Psychology Conference Perth 2024



390 f2f & 27 digital attendees = **417**



Early career	31%	Later career	17%
Mid-career	24%	PG Students	7%
Established	19%	UG Students	2%



Top 2 reasons for attending were 'program content' & 'networking'



Income: \$358,687 | **Expense:** \$265,767
Total Profit: \$92,920 | **25% Profit:** \$23,230

APS 16th Industrial and Organisational Psychology Conference Melbourne 2026



Thu 29 to Sat 31 October 2026

Some key intentions include:

Connection: between academia, industry, and peers

Capability: building professional expertise and impact

Community: strengthening our shared identity and purpose as organisational psychologists

Capability Development

Focus: Meeting our needs for learning and growing.



Highlights:

- State & National CPD coordination: Pricing change
- National Webinars: Productivity series, DEI, Human Factors
- Building our pipeline: Welcome to MOP, Org Psych Curious, APS Expo, focus on supervision to come.
- Learning Resources: Small start with national webinars to On Demand modules
- New Psych Competencies: Competency 8 Project - Culturally Responsive Practice
- PsyBA Higher Education Pathway Review: active voice

Organisational Psychology Group Supervision (OPEGS) Program

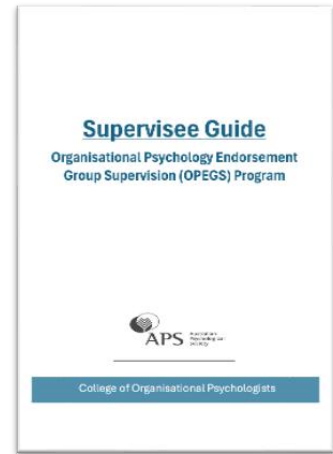
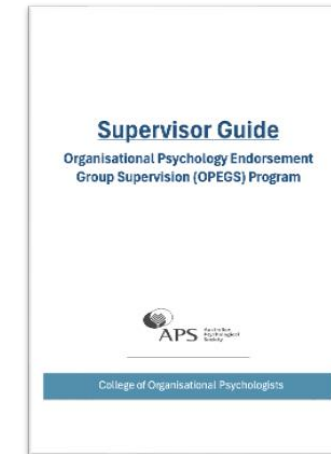
- A national initiative providing structured, high quality supervision for registrars working towards org psych endorsement
- 3 concurrent programs (QLD, ACT/NSW, VIC) build off back of SA pilot

Why it matters:

- Expands access to broader range of supervisors and breadth of experience
- Creates a vibrant learning and support network
- Reduces costs for supervisees

Program design:

- 12 sessions over 18 months (24hrs total)
- Covers all 8 AHPRA AoP competencies
- Sessions facilitated by Board-approved supervisor (fee)
- Predominantly online, with 1 f2f offering
- Max 10 registrars per session for depth and engagement
- APS members \$50; non-APS \$100 per session



*Building capability, community
and identity across our
profession*

6 OPEGs working group volunteers
2 guides: supervisors & supervisees
33 OPEGS sessions (Aug 24 - Nov 25)
10+ supervisors
1 supervisor peer supervision session (Jan 25)
5+ OPEGS registrars registered
Avg 5 supervisees per session
20+ total registrars so far

G-WOP 2025

- The Global Work and Organisational Psychology Conference brought together 20+ professional societies and bodies worldwide
- 24 hours of learning, connecting and sharing ideas across 31 different sessions
- 1,000+ global colleagues joined to learn, connect, and network
- Recordings are now live

What's Next

- Planning for 2026 has begun

Please fill out the feedback form



- Our core focus over the last 12 months has been proactive involvement in the APS Professional Practice Working Group where we have ensured that the interests of our specialisation are well represented in the present review of the APS ethical guidelines.
 - *Work is well advanced and on track to be finalised by early 2026*
 - *Feedback on the guidelines that have been released to date has been positive.*
 - *When completed, the updated guidelines will be a crucial tool to understand the requirements arising from the Ahpra code of conduct (in force December 2025)*
- In addition, input has been provided on a wide range of topics over the last 12 months, including but not limited to:
 - National mental health and suicide prevention plan
 - The APAC accreditation standards review
 - A revised ADHD practice guide published by the APS
 - NSW mental health and wellbeing strategy
 - Clinical practice guidelines for the management of overweight and obesity in Australia
 - A short-term advocacy opportunity to champion the "*impact of OPs*" within the community
 - Response to the Productivity Commission's Interim Reports on the "Five Pillars of Productivity"
 - PsyBA Higher Education Review



Future Directions

Strategic Planning 2026-2030



PESTEL

- **Political:** Government priorities for mental health
- **Economic:** Productivity
- **Social:** Social impact on working populations
- **Technology:** Tech advancements – impact of AI
- **Environment:** Impact of climate concerns
- **Legal:** Psychosocial risk regulations



SWOT

- **Strengths:** Increased awareness, evidenced based approach, managing complexity, student interest, professional associations, academic/practitioner linkage.
- **Weaknesses:** Differentiation of skills, standing as a discipline, sustainability of MOP programs, membership decline.
- **Opportunities:** High potential for contribution, leverage expertise, global connections, use tech advancements.
- **Threats:** Rapid pace of change – unknown impact, future of OP, education funding uncertainty



Member Feedback

- **Strategic Focus:** Build strategic partnerships, bring psych expertise into health and productivity conversations, sustainability of OP.
- **Operational Focus:** CPD and learning opportunities, represent COP and members on key issues, communication with members, stakeholder engagement

COP Strategic Plan 2026-2030

WE ARE FOCUSED ON

ADVOCACY AND INFLUENCE

We champion and promote organisational psychology, both within the profession and to our external stakeholders, to influence policy and highlight our contribution.

Industry & government engagement | showcase expertise | influence professional policy & practice

PROFESSIONAL EXCELLENCE

We develop the capability and competence of the organisational psychology community, providing education, mentoring, and resources that enable members to grow their expertise, apply better practice and advance thriving workplaces

Continuing professional development | endorsement pathways | learning resources | research to practice

COMMUNITY AND BELONGING

We foster an inclusive organisational psychology community, connecting members, sharing knowledge, celebrating achievements, and strengthening professional identity and collaboration

International, national and state connections | recognition | peer support | listen to members

SUPPORTED BY

STRATEGIC PARTNERSHIPS

HIGH IMPACT PROJECTS

MEANINGFUL COMMUNICATIONS

SOUND GOVERNANCE STRUCTURES

OUR PURPOSE

WHY WE EXIST

Strengthening the organisational psychology community to shape the future of work

OUR VISION

WHERE WE ARE GOING

To be the leading voice on optimising organisations where people and teams thrive

KEY OUTCOMES

MEMBERSHIP GROWTH & ENGAGEMENT

ENHANCED PROFESSIONAL DEVELOPMENT OPPORTUNITIES

INCREASED ADVOCACY AND INFLUENCE

STRENGTHENED COMMUNITY, INCLUSION AND BELONGING

Strategic Planning - 2026-2030

Next steps

- Share “Strategy on a Page” for feedback
- Align Committee roles to the strategic direction
- Add more depth and detail to the strategy
- Watch this space... we welcome your input.





Committee Membership

2025 National Committee

APS COLLEGE OF ORGANISATIONAL PSYCHOLOGISTS NATIONAL COMMITTEE @ 5 NOV 2025					
COMMITTEE POSITIONS		Key Focus Area (KFA) LEADS [Portfolios will change in 2026 with new Strategic Plan]		STATE CHAIRS / REPS	
Chair	Hayden Fricke	Social Impact & Advocacy	Matt Henricks	State Chair – Qld	Sam Pople
Chair- Elect / Deputy Chair	Angela Haydon	Stakeholders & Partnerships	Phil Slade	State Chair – NSW/ACT	Liz Payne
Secretary	Georgena Watt	Research & Innovation	Jo Wintle	State Chair – Vic	Madeline Buhagiar
Treasurer	David Paterson	Communications & Brand	Matthew Saxinger	State Chair – SA	Jamie Auton
Early Career Rep	Vacant	Capability (Chair – CPD)	Tracy Martin	State Rep - WA	Pauline Willis / Amelia Twiss
Student Rep	Nayoung Choi	Sustainability & Growth	Yas King	State Rep – Tas	Kathy Turner
				State Rep – NT	Vacant
		IOP26 CONFERENCE: 29-31 Oct 2026 Melbourne		Chair/s	Vicki Kavadas Jeromy Anglim

Committee Changes: Departing Members

Diya Dey

- Continuing with IOP Conference

Hayden Fricke

- Continuing with IOP Conference

Vicky Kavadas

- Continuing with IOP Conference

Phil Slade

- Continuing with Future of Work Survey



Thank You

Committee Changes: Nominations

Welcome:

- David Paterson - Treasurer, first term
- Matthew Saxinger - Committee Member, second term



Transition of COP Chair:

- Hayden Fricke, conclusion of 2-year term
- Angela Haydon, commencement as COP Chair (2-years)

Other Business



Close

To the COP Committee:

- Thank you for the time, effort, passion and support you provide to our Committee and the Organisational Psychology Profession.

To Our Members:

- Thank you for your continued support of the College and Organisational Psychology overall.

We look forward to working with you in 2026.

