

Regulated Professions Representative Form – Related to Practicum

Comment	Action Taken
<p>With reference to all the points below that are included in PART A, that govern the legislation of the profession of Occupational and Organizational Psychologist in Cyprus, I provide the following observations:</p>	<p>First of all, we would like to thank you sincerely for your feedback and the important points you raised. Your input is invaluable in helping us strengthen and refine the practicum process, ensuring that it meets both academic standards and professional expectations.</p> <p>In order to address the key issue identified — which we acknowledge as an omission on our part in places — we have now developed a comprehensive Practicum Guide. This guide includes all essential information for students, supervisors, and host organisations.</p>
<p>There are mentions of a formal practicum hour tracking system for both direct and indirect hours but not specified/defined (psychological acts, activities/competencies).</p> <p>More specifically, direct hours need to be clearly defined and documented in a sufficient manner. Also, the way that practicum students will categorize and record direct and indirect hours should be clearly noted. Direct hours are coded into A1 Individual sessions / Assessments and A2 Group sessions / Assessments in the INDIVIDUAL RECORD SHEET, but no further information/explanation of the specific psychological acts that are considered as direct hours, is given.</p>	<p>In response to this comment regarding the definition and recording of direct and indirect hours, we have now developed a dedicated Excel-based tracking system. This new tool enables students to:</p> <ul style="list-style-type: none"> - Record and categorise their hours clearly as either direct (A1: Individual / A2: Group) or indirect <ul style="list-style-type: none"> Select from predefined activity categories, with accompanying examples, to ensure consistency in reporting Align each activity with the relevant competency area (e.g., assessment, intervention, consultation) <p>In addition, the Practicum Guide has been updated to include:</p> <ul style="list-style-type: none"> A list of specific psychological acts that qualify as direct hours. Definitions and examples of both direct and indirect hours. <p>Please refer to Pages 15-17 to Practicum Guide.</p>
<p>The role, the including criteria and the responsibilities of the</p>	<p>The role and including criteria and the responsibilities of the</p>

<p>industry/workplace/field supervisors related to practicum students were not specified. Also, their specialty and profession were not stated.</p>	<p>occupational/organizational psychologists have now been added to Pages 9 -10 of the Practicum Guide.</p>
<p>The fact that possibly there will not be another registered Occupational/ Occupational Psychologist in the placement of Practicum, neither an Occupational/Organizational Supervisor in a daily basis, raises questions concerning the evaluation of the degree that the trainee will manage to fulfill the demands of the practicum and also if some of the noted as indirect hours acts (i.e. E1 Monitoring of occupational and organizational psychology task) can be implemented.</p>	<p>We acknowledge the concern about the potential absence of a registered Occupational/Organisational Psychologist on-site at some practicum placements. To address this, we've established a structured supervision framework designed to ensure that trainees receive consistent and comprehensive guidance throughout their practicum experience. This framework includes:</p> <p>Regular Supervisory Meetings: Trainees engage in supervisory sessions at a ratio of one hour of supervision for every ten hours of practicum work. These sessions are conducted weekly online, complemented by monthly face-to-face meetings at the respective organizations.</p> <p>On-Site Organisational Support(in cases of external occupational/organizational supervisors): each practicum placement includes a designated on-site stakeholder, typically a member of the organisation's Human Resources team or relevant managerial staff, who acts as a daily point of contact. This individual provides practical support, helps contextualise organisational practices for the student, and facilitates communication between the university and the host organisation. Their role ensures that the trainee has consistent access to guidance and feedback within the placement setting, complementing the structured supervision model.</p> <p>Comprehensive Practicum Guide: We've developed a detailed Practicum Guide that outlines the expectations, responsibilities, and procedures for both trainees and supervisors. This guide ensures clarity and consistency across all practicum experiences.</p>

	<p>Structured Hour Tracking: An Excel-based tracking system has been implemented, allowing trainees to log their direct and indirect hours meticulously. This system includes predefined categories and examples to aid in accurate and consistent recording.</p> <p>We believe this supervision model aligns with best practices in the field. Notably, the British Psychological Society (BPS) acknowledges that supervision can be effectively conducted through various formats, including remote methods, provided that the quality and integrity of the supervision are maintained. For further reference, please see the BPS Handbook for Coordinating Supervisors and Key Role Supervisors (June 2019) - for the Qualification in Occupational Psychology.</p> <p>BPS Supervision Guidance for Psychologists: https://cms.bps.org.uk/sites/default/files/2022-07/QOP%20Supervisor%20Handbook_0.pdf</p> <p>We are confident that this structured approach provides the necessary support for our trainees to meet the practicum requirements effectively. However, we remain open to further suggestions and would welcome any additional insights you may have to enhance our practicum framework.</p>
<p>Furthermore, it is not clear if there is a sufficient number of practicum supervisors that can correspond to the number/needs of the practicum students. The years of experience of the referred practicum supervisors in the specific field and or previous experience in supervision should be noted. Some important information regarding practicum supervision (hours of supervision that correspond to a specific number of direct hours) was not provided. As noted, for each 10 hours of practice, one hour of supervision will be offered but not clarified if the 10 hours are direct or indirect. Also,</p>	<p>At the moment, we have three occupational/organizational psychology supervisors that can correspond to the number/needs of the practicum students. Please note that after the accreditation, we initiated the discussion with an additional supervisor who would be happy to supervise students in our MSc Programme (i.e., Sharon Fischer), whose CV is now added uploaded in the Appendices.</p> <p>Please see their bios below: Dr. Evie Michailidis Dr. Evie Michailidis is a licensed counseling psychologist (Reg. no. 813). She works therapeutically with adults (since 2022) with a variety of psychological difficulties (e.g.</p>

during time and as practicum student gains more experience and hours of practicum, the time and frequency of supervision remain the same and don't differentiate.

depression, anxiety, trauma, bereavement, relational difficulties), providing both individual and group evidence- and practice-based psychotherapeutic interventions. She adopts an integrative approach, drawing from cognitive-behavioral therapy (CBT), psychodynamic therapy, and person-centered therapy.

Dr. Evie holds a Psychology Degree and an MSc and a PhD in Occupational and Organizational Psychology from the University of Surrey. She collaborates with private and public sector organizations, for the last 8 years, to help them better understand the challenges they face by applying scientific research methods. Based on these insights, she designs and implements tailored solutions aimed at enhancing employee well-being and improving organizational performance. Her collaborations include companies such as the Bank of Cyprus, Albourne, PariMatch, Grant Thornton, Payabl., and the Cyprus Police Academy.

Alongside, she is also an active researcher, and her research focuses mainly on employees' wellbeing and mental health. She has published articles in high quality peer-reviewed journals, and has also presented in various European and international conferences. Evie is a member of the European Association of Work and Organizational Psychology, and is also an accredited BPS test user for Ability & Personality/Psychometric tests.

Dr. Georgia Thrasyvoulou

Dr. Georgia Thrasyvoulou is an Assistant manager in Business consulting at PwC Cyprus, working in the team of workforce. With a keen focus on helping organizations optimize their talent strategies, Georgia specializes in workforce transformation, employee training and development, and change management. She plays a pivotal role in delivering innovative solutions to a diverse client base, leveraging data-driven insights to enhance workforce performance and drive sustainable growth. Known for their strategic thinking and

collaborative approach, Georgia brings seven years of practical experience in applying organisational psychology to address the specific challenges and opportunities of the Cypriot market.

Her role in the most recent projects has led several research-focused projects, including comprehensive studies on graduates' skills mismatch and market needs. These projects have provided valuable insights into the evolving landscape of work and Higher Education, enabling clients to make informed decisions based on empirical data.

She holds a Psychology Degree from the University of Cyprus, a master's degree and a PhD in Organizational Psychology from the University of Leeds. She is a licensed Occupational and Organizational Psychology Practitioner (Reg. no. 634). She is also a holder of a Post-Graduate Certificate (PGCeHE) for teaching and learning in Higher Education and a fellow member of the Higher Education Academy (FHEA). She is acting as a part-time Lecturer at various Academic Institutions in Cyprus and the UK for the past nine years. She acquired vast experience as an academic practitioner Organizational Psychologist both in the private and public sector.

Sharon Fischer is a Senior Occupational Psychologist with extensive expertise of more than 30 years in personnel selection, psychological assessment, and organizational development. With over two decades of experience—including her role as Chief Occupational Psychologist in the Israel Defense Forces—she has led the design and implementation of large-scale selection and evaluation systems. Sharon specializes in developing tailored assessment tools based on empirical models, competency frameworks, and organizational culture, and has worked across sectors including military, education, entrepreneurship, and corporate management.

	<p>Her professional focus also extends to diversity, equity, and inclusion (DEI) in assessment practices, executive coaching, and program evaluation. She is licensed in both Israel and Cyprus (Registration number 1018) and is an active member of national psychological and psychometric boards.</p> <p>We acknowledge that the original statement—offering one hour of supervision for every ten hours of practice—did not clarify whether this applied to direct or indirect hours, nor did it reflect the evolving needs of students as they progress through the practicum. We apologize for this oversight. In response, we have now clarified and refined our supervision model to both specify the nature of the hours and adjust the supervision frequency based on the student’s level of experience and development (as clearly stated in our Practicum Guide).</p> <p>Specifically:</p> <p>Practicum 1: Recognizing the need for closer guidance in the early stages of the practicum, students will receive individual supervision equal to approximately 50% of their direct hours.</p> <p>Practicum 2: As students develop greater independence and competence, individual supervision will be provided at a reduced level of approximately 30% of their direct hours. Please refer to Page 7 of the Practicum Guide for additional information.</p>
<p>There is evidence of informal tracking and feedback on practicum partnerships, but a systematic mechanism for collecting alumni feedback and employment data is not yet fully established.</p>	<p>Thank you for your comment here. A system for collecting data from alumni has already been established. This is the UoL Alumni Community (https://www.uol.ac.cy/en/uol-alumni-community/)</p> <p>Last year, communication was sent to all alumni asking them to update their details. As part of that process, they were also asked to provide information about their current employment. The University also created alumni cards, offering benefits such as discounts and continued access to university services for up to two years after graduation.</p>

	<p>Additionally, the University holds annual alumni gatherings to maintain a close contact with them. Alumni also have an opportunity to provide feedback and share their story. This can be found on the website https://www.uol.ac.cy/en/have-your-say</p>
<p>The selection criteria of the listed companies and organizations that were included in practicum partnerships should be mentioned.</p>	<p>As per the practicum guide on Page 4, the selection criteria of host organizations are the below:</p> <p>The (Practicum) Committee shall establish a specific procedure for the integration of new entities into the partner organizations, in which a series of elements submitted by the candidate entity shall be assessed. Emphasis is placed on the field of activity of the entity, which must fall under the scope of Occupational and Organizational Psychology. Organizations participating in the practicum are required: (a) to have an Occupational/Organizational Psychologist and/or Clinical/Counseling Psychologist on staff or someone from a related field (such as Human Resources), (b) to have signed a Binding Agreement with the University of Limassol (c) If a student carries out his/her practicum in a structure where there is no psychologist, then his/her Occupational/Organizational supervisor can be an external psychologist familiar with the structure. For the commencement of the students' practicum, the collaborating agencies shall agree with the Committee on: (a) the total available positions that the organization intends to offer for the practicum and (b) the names of the Occupational/Organizational Supervisors who will supervise the trainee occupational/organizational psychologists.</p>
<p>A brief description of the practicum partnerships could be helpful to have a better understanding of the kind and quality of the provided practicum in the specific domain and to ensure that practicum students will have the opportunity to gain the needed experience, in conducting psychological acts relevant to the Organizational/Occupational</p>	<p>We agree that it is essential to ensure that practicum placements provide meaningful and domain-specific experiences that align with the duties of an Occupational/Organisational Psychologist. This is our priority.</p> <p>Our practicum partnerships reflect a broad and diverse range of sectors, offering students exposure to a variety of organisational contexts and psychological challenges. Current partner organisations include:</p>

Psychologist's duties such as assessments of knowledge, of skills and of other psychological characteristics for the following purposes: (i) personnel selection, (ii) managing phenomena related to organizational dysfunction, (iii) mobilization and developing human resources.

Areti Law Firm	Legal firm
BBF	Property development company
Remedica	Pharmaceutical company
OneJar	Consulting firm specialising in HR and psychometrics
Demos Georgiou and Associates LLC	Real estate company
Swissport	Global aviation services company
Citizens in Power	Non-profit, research, education and innovation organization

These placements are designed to provide opportunities for students to engage in psychological acts such as:

- Assessments of knowledge, abilities, and psychological characteristics for personnel selection
- Involvement in activities related to managing organisational dysfunction
- Projects focused on employee development and workplace motivation

In addition, as discussed during our recent stakeholder meeting (please refer to the uploaded evidence), we have planned a series of pre-practicum meetings with each organisation. These meetings' aims are to:

- Clarify the specific tasks assigned to students

	<ul style="list-style-type: none"> • Ensure alignment with the IAAP core competences and expectations • Make adjustments, if necessary, in order to guarantee the practicum's value for student development <p>Should any practicum setting not fully meet the required standards, we are prepared to seek additional partnerships. However, based on our current partner profiles and ongoing engagement with them, we are confident that students will receive robust, relevant, and professionally supervised experiences in line with the expectations of the Occupational/Organisational Psychology specialty.</p>
<p>The University should ensure and document that the practicum placements explicitly provide skill-training and supervision to students as appropriate to the Occupational/Organizational specialty. This includes conducting psychological acts related to diagnosing and systematically managing psychological issues in work settings and/or handling performance and behavioural issues in occupational environments and/or applying psychological knowledge to establish best practices within the occupational system.</p>	<p>Thank you for this important comment. We fully agree with the need to ensure that students receive skill-specific training and supervision aligned with the core duties of the Occupational/Organisational Psychology specialty.</p> <p>Please note that this is now clearly outlined in our updated Practicum Guide. The guide specifies that practicum placements must include psychological acts directly related to diagnosing and managing psychological issues in work settings, handling performance and behavioural issues in organisations, and applying psychological knowledge to optimise systems and practices in occupational environments.</p> <p>In particular, we have incorporated a detailed supervisor evaluation form, based on the International Declaration on Core Competences in Professional Psychology (IAAP, 2016). This form asks supervisors to assess the student's performance across three key areas of professional competence, including:</p> <ul style="list-style-type: none"> - Psychological knowledge and skills underpinning core competences (IAAP Section A) - Application of psychological acts in workplace contexts - Professional behaviours, reflective practice, and ethical conduct

	<p>The evaluation includes clear descriptors and a structured rating scale, with space for comments and a final discussion between supervisor and student to provide feedback. This ensures that supervision is active, targeted, and reflective of professional standards, while also documenting the student’s development in alignment with international expectations for the field.</p>
<p>It is very important that the program ensures and documents that the core of the students’ practicum (minimum of 300 direct hours) are conducted within occupational organizational settings and supervised by a Registered Occupational and Organizational Psychologist with relevant experience and who has demonstrably practised applied psychology in the field. The University/program must ensure that this is universal across all practicum students.</p>	<p>This requirement has been fully taken into account. As outlined in the Practicum Structure and Timeline, on Page 7, the core of the students’ practicum—a minimum of 300 direct hours—is conducted within occupational and organizational settings.</p> <p>Students are expected to complete daily visits to their assigned organizations, typically amounting to 7.5 hours per day, and approximately 35 hours per week. This structure ensures that trainees are fully immersed in the applied context of occupational and organisational psychology, enabling them to develop the necessary competencies through real-world psychological tasks in workplace environments.</p> <p>Our Occupational and Organizational Psychologists have relevant experience and have demonstrably practiced applied psychology in the field, as indicated in their bios above.</p>
<p>According to current definitions, practical training (practicum) means the documented performance of activities that either prepare for or support (indirect practical training) the provision of psychological services to individuals with real psychological care needs (direct practical training), with the sole purpose of accumulating the necessary experience for the competent</p>	<p>Yes, we have taken this definition into careful consideration in the design of our practicum. The structure, purpose, and categorisation of direct and indirect activities are fully aligned with the current definition of practical training, as outlined. All relevant information, including examples of psychological acts, hour tracking procedures, and supervision structure—is clearly documented in the Practicum Guide.</p>

<p>execution of the professional duties of applied psychology.</p>	
<p>Ensure that at least 60% of the total practicum hours are direct.</p> <p>Examples of indirect practical training include receiving supervision, providing psychological services to simulated (fake/mock) clients, observing the work of more experienced or peer psychologists, studying, documenting, and analysing psychological work.</p>	<p>This is clearly stated and clarified in the Practicum Guide, on Page 8.</p> <p>Thank you for providing examples of indirect practical training. You can find a more extensive list in Appendix 1 in the Practicum Guide.</p>
<p>PART A</p> <p>Attached you can read (i) the legislation governing the registration of psychologist's profession in Cyprus with the main points highlighted and (ii) meaning and interpretation of the term "practicum".</p> <p>Also it is relevant, and it must be considered that:</p> <p>Περιγραφή αποκλειστικών καθηκόντων των ειδικοτήτων εφαρμοσμένης ψυχολογίας όπως αυτά εγκρίθηκαν και τροποποιήθηκαν σε συνεδρίες του ΣΕΨΚ (Συμβουλίου Εγγραφής Ψυχολόγων Κύπρου) ημερομηνίας 13/05/2011 & 23/05/2014 με βάση άρθρο 11 (εδάφιο 4) της κείμενης νομοθεσίας.</p> <p>“Αποκλειστικά καθήκοντα της ειδικότητας της Εργασιακής/Οργανωτικής Ψυχολογίας” σημαίνει τη διενέργεια ψυχολογικών πράξεων που συνιστούν αξιολόγηση γνώσεων, ικανοτήτων και λοιπών ψυχολογικών χαρακτηριστικών με σκοπό: (i) την επιλογή προσωπικού, (ii) τη διαχείριση φαινομένων που σχετίζονται με τη δυσλειτουργία του</p>	<p>Thank you for sending this information over. Our practicum in Occupational and Organizational Psychology is indeed aligned with the exclusive duties of the specialty, as defined in legislation—namely, the assessment of knowledge, abilities, and other psychological characteristics for the purposes of personnel selection, the management of organisational dysfunction, and the development and motivation of human resources.</p>

<p>οργανισμού, (iii) την κινητοποίηση για εργασιακά ζητήματα και την ανάπτυξη ανθρώπινου δυναμικού.</p>	
<p>The University has to provide a detailed data record of each student's practicum hours, including direct, indirect hours and the population or setting characteristics.</p>	<p>Thank you for your comment. This is now addressed, and you can find the relevant document about tracking students hours in the Practicum Guide.</p>
<p>The University should ensure clear guideline to students that they need to register to the relevant Graduate Registry of the Cyprus Psychologists Registration Council prior to commencing their Practicum.</p>	<p>We fully understand, appreciate and agree with this point. Therefore, as written in our Programme's application, that students need to register to the relevant Graduate Registry of the Cyprus Psychologists Registration Council prior to commencing their Practicum.</p>