

## Psychologist - Occupational

An occupational psychologist studies what affects people at work. They aim to find ways of increasing job satisfaction and motivation and making organisations more successful. They might also counsel workers who are made redundant, are about to retire, or looking to return to work after long term illness.

They may also be known as work psychologists.

### The Work

You could be:

- designing psychological or psychometric tests to choose the right staff for the job
- checking the recruitment process to make sure it is fair and effective
- working with management and trade unions to improve industrial relations
- interviewing individuals and giving group talks
- training managers in appraisal systems and leadership skills
- training workers in teamwork, communication and assertiveness
- assessing the design of the working environment, such as the layout of work stations, suitability of lighting and effect of noise levels, and making recommendations
- advising workers how to deal with problems such as stress or situations such as business restructuring
- helping the firm develop an image which sends the right message and support the rights of groups such as ethnic minorities, women and people with disabilities.

### Pay

The figures below are only a guide. Actual pay rates may vary, depending on:

- where you work
- the size of the company or organisation you work for
- whether you are self-employed.

Starting salaries for occupational psychologists are between £20,000 and £25,000 a year, rising up to £48,000 with experience. Senior posts can be around £70,000 a year or more.

### Conditions

- You work in an office but may have to travel between different offices in the region.
- You work mainly office hours with occasional evenings and weekends.
- There are opportunities for part time work.

### Getting In

- You would work towards registration with the British Psychological Society (BPS).
- To be eligible for the Graduate Basis for Chartered Membership (GBC), you need either a BPS recognised

degree (first or second class Honours) in psychology, **or** a degree in another subject plus a BPS recognised conversion course.

- To do an Honours degree in psychology you usually need 4-5 Highers.
- Paid or unpaid work experience is advantageous.
- After your degree you would find relevant paid or voluntary work experience (at least 12 months) ideally as a psychology assistant or research assistant, before choosing your speciality.
- In order to qualify as an occupational psychologist, you must complete a BPS accredited MSc in Occupational Psychology. The University of Strathclyde is the only university in Scotland that offers an accredited qualification - MSc Work and Organisational Psychology.
- This is followed by the BPS Qualification in Occupational Psychology Stage 2, involving 2 years of supervised practice.
- All practising psychologists must register with the [Health and Care Professions Council \(HCPC\)](#).
- You will require a satisfactory criminal record check from Disclosure Scotland to show that you are suitable for this type of work. Contact [Disclosure Scotland](#) for details on the type you would need.

Opportunities are available in the public and private sector, but most jobs are in the private sector. The second largest employer of occupational psychologists is the civil service. You could work in human resources management or in market research. You could also get a job in a research organisation.

## What Does It Take

You need:

- respect for confidentiality
- sound judgement
- good observation skills
- the ability to work under pressure to deadlines
- assertiveness and a positive attitude
- clear, logical thinking
- excellent communication skills
- good statistical and analytical skills
- business awareness.

## Training

- Once you have achieved Chartered Membership of the BPS you will continue to learn and train during your career through a programme of Continuous Professional Development (CPD).
- You will need to keep up to date with research on a wide range of conditions and developments in the treatment of these conditions.

## Getting On

- In most organisations you can apply for a more senior post after you have some experience.
- You might have to move to another area for promotion.
- You could also become a self-employed consultant.

## Contacts

**British Psychological Society**

Tel: 0116 254 9568

Email: [info@bps.org.uk](mailto:info@bps.org.uk)

Website: [www.bps.org.uk](http://www.bps.org.uk)

Website (2): [careers.bps.org.uk](http://careers.bps.org.uk)

X: [@BPSOfficial](https://twitter.com/BPSOfficial)

Facebook: [www.facebook.com/OfficialBPS](https://www.facebook.com/OfficialBPS)

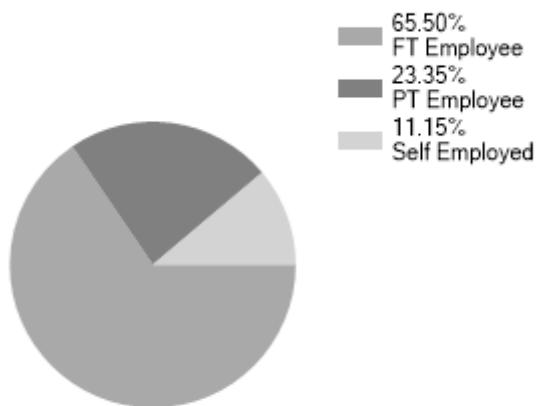
**NHS Scotland Careers**

Website: [www.careers.nhs.scot](http://www.careers.nhs.scot)

Website (2): [jobs.scot.nhs.uk](http://jobs.scot.nhs.uk)

## Statistics

Employment Status UK %

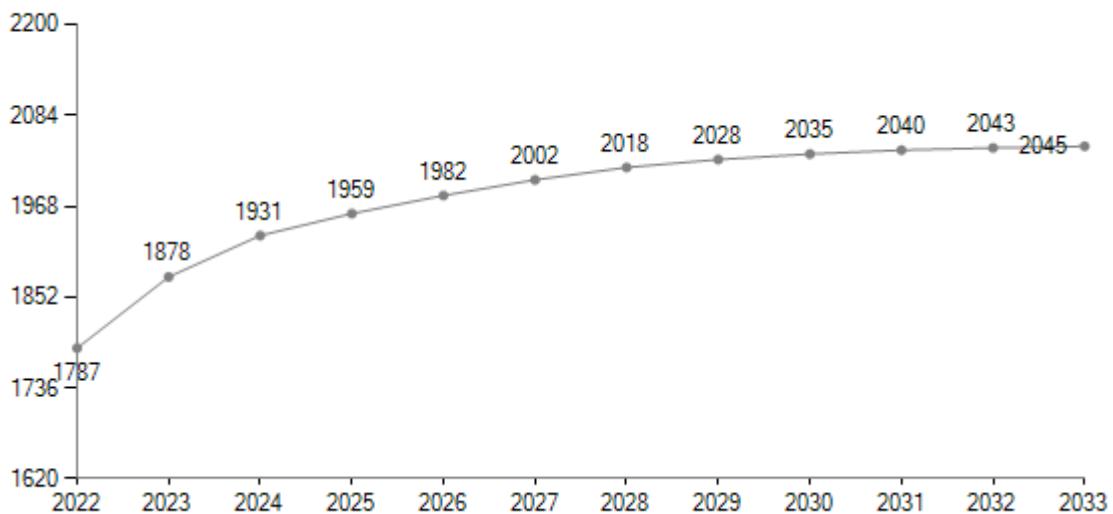


### Past Unemployment - Scotland

No Claimant statistics available for Scotland.

LMI data powered by [LMI for All](#)

Predicted Employment in Scotland



LMI data powered by [Lightcast](#)