

CROWN EMPLOYEES (PSYCHOLOGISTS) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES FULL BENCH

Application by Public Service Association and Professional Officers' Association Amalgamated Union of New South Wales, Industrial Organisation of Employees.

(Nos. IRC 5707 and 6742 of 2005)

Before The Honourable Justice Boland
Mr Deputy President Sams
Commissioner McLay

9 October 2006

AWARD

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2. Definitions

"APS" means the Australian Psychological Society. *

"Association" means the Public Service Association and Professional Officers' Association Amalgamated Union of New South Wales.

"Department" means a department of the Public Service specified in Column 1 of Schedule 1 of the *Public Sector Employment and Management Act 2002* or NSW Police by whom the employee is directly engaged.

"Department Head" means a Department Head specified in Column 2 of Schedule 1 of the *Public Sector Employment and Management Act 2002* or the Commissioner of Police.

"Employee" means a person employed in accordance with the *Public Sector Employment and Management Act 2002* by a Department or by NSW Police pursuant to the *Police Act 1990* (excluding a police officer as defined in the *Police Act 1990*) in one of the classifications listed in clause 3 of this Award.

"PRB" means the NSW Psychologists Registration Board

"Director of Public Employment" means the employer for industrial purposes under the *Public Sector Employment and Management Act 2002*.

3. Classifications

PSYCHOLOGIST

A Psychologist shall have the following characteristics:

EDUCATION, TRAINING AND EXPERIENCE

Must possess a degree requiring the equivalent of 4 years full time study in psychology from a PRB recognised tertiary institution and either be fully registered as a Psychologist or be provisionally registered as an Intern Psychologist with the PRB

Fulfil registration requirements within relevant timeframes in order to obtain full registration with the PRB (Intern Psychologists only)

TASK

Provide a competent psychological service through assessment, counselling and therapeutic interventions appropriate to the employment context.

JUDGEMENT AND PROBLEM-SOLVING

Provides generalist psychological assessment, counselling and therapeutic interventions

Increasingly complex problems as allocated and monitored by the designated manager and/or in consultation with the professional supervisor.

SUPERVISION AND INDEPENDENCE

Works under the professional supervision of the designated manager and/or the professional supervisor.

May work as part of a team of psychologists and/or as a member of a multidisciplinary team

Psychologists trained and accredited by the PRB as a supervisor with a minimum of 3 years post registration experience may be reasonably required by the Department to supervise an Intern Psychologist who is in the process of gaining full registration with the PRB.

ORGANISATIONAL RELATIONSHIPS AND IMPACT

May assist in the formulation of management and case plans

Liaison with relevant internal and external stakeholders

SENIOR PSYCHOLOGIST

In addition to performing the work of a Psychologist, a Senior Psychologist shall have the following characteristics:

EDUCATION, TRAINING AND EXPERIENCE

Full registration as a psychologist in NSW with the PRB
Highly developed expertise in a relevant area of psychology (e.g. assessment/treatment/ programming / behaviour management)

TASK

Provides more complex assessment, case formulation and intervention by exercising independent professional judgement

Management of complex cases

Superior assessment; treatment; programming; behaviour management; therapeutic program development; and/or research skills, which result in the development of more effective interventions

May provide consultation, training and supervision within an area of specific expertise to other psychologists

May conduct and set psychological research and evaluation projects for the Department as required.

JUDGEMENT AND PROBLEM-SOLVING

Exercises independent psychological judgement

Is recognised for sound professional judgement

Exercises initiative in the development of sound work practices or professional standards

Contributes to the development, evaluation of and quality improvement of psychological assessment / treatment / intervention programs across the Department

SUPERVISION AND INDEPENDENCE

May provide supervision

Able to work independently

May work in or lead a multidisciplinary team.

Seeks advice from the designated manager and/or the professional supervisor in appropriate circumstances.

Senior Psychologists trained and accredited by the PRB as a supervisor with a minimum of three years post registration experience may be reasonably required by the Department to supervise an Intern Psychologist who is in the process of gaining full registration with the PRB.

ORGANISATIONAL RELATIONSHIPS AND IMPACT

May assist with formulation of policy

Provides sophisticated consultation to other psychologists and other Department staff

Provides advice / input for the development, evaluation of and quality improvement of psychological assessment / treatment / intervention programs when required.

Forges productive organisational links with other service providers.

SPECIALIST PSYCHOLOGIST

In addition to performing the work of a Psychologist, a Specialist Psychologist shall have the following characteristics:

EDUCATION, TRAINING AND EXPERIENCE

Full registration as a psychologist in NSW with the PRB.

Must possess a post-graduate degree at the masters level or higher in a specialist area deemed relevant by the employing Department including, but not limited to, Clinical Psychology, Clinical Neuropsychology, Counselling Psychology, and Forensic Psychology. The post graduate degree must include components of professional training and supervised experience and must be of at least 2 years full time duration or its equivalent; or

Education, training and experience deemed by the Department to be equivalent (for example as signified by membership of a relevant APS College such as Clinical Psychology, Clinical Neuropsychology, Counselling Psychology, Forensic Psychology).

Broad, expert relevant specialist knowledge.

TASK

Adapts psychological literature for new programs, therapies or research.

Conducts and evaluates psychological interventions at a high standard.

May conduct psychological research and evaluation projects for the Department as required.

JUDGEMENT AND PROBLEM-SOLVING

Exercises independent clinical judgement.

High level diagnostic ability in relation to psychological disorders.

High level clinical judgements according to scientific literature.

SUPERVISION AND INDEPENDENCE

Works under the supervision of the designated manager and/or the professional supervisor.

Knows area of expertise and will consult others on a needs basis.

Able to work independently.

May work in or lead a multidisciplinary team.

A Specialist Psychologist trained and accredited by the PRB as a supervisor with a minimum of three years post registration experience may be reasonably required by the Department to supervise an Intern Psychologist who is in the process of gaining full registration with the PRB.

ORGANISATIONAL RELATIONSHIPS AND IMPACT

Consultant to psychologists and peer consultancy within relevant area of expertise.

May assist with formulation of policy

SENIOR SPECIALIST PSYCHOLOGIST

In addition to performing the work of a Specialist Psychologist, a Senior Specialist Psychologist shall have the following characteristics:

EDUCATION, TRAINING AND EXPERIENCE

Full registration as a psychologist in NSW with the PRB.

Must possess a post-graduate degree at the masters level or higher in a specialist area deemed relevant by the employing Department including, but not limited to, Clinical Psychology, Clinical Neuropsychology, Counselling Psychology, and Forensic Psychology. The post graduate degree must include components of professional training and supervised experience and must be of at least 2 years full time duration or its equivalent; or

Education, training and experience deemed by the Department to be equivalent (for example as signified by membership of a relevant APS College such as Clinical Psychology, Clinical Neuropsychology, Counselling Psychology, Forensic Psychology).

Extensive experience as a Specialist Psychologist or other relevant work experience deemed equivalent by the Department Head.

TASK

Is required to manage more difficult or unusual cases.

High level of clinical expertise and responsibilities.

May conduct and set psychological research and evaluation projects for the Department as required.

JUDGEMENT AND PROBLEM-SOLVING

Resolves complex clinical problems.

May provide advice and input for service planning e.g., at sector or area level.

Resolves issues likely to have wide impact on the profession and organisation within area of expertise.

SUPERVISION AND INDEPENDENCE

May provide supervision.

May work in or lead a multidisciplinary team.

Major contributions to the quality management and evaluation of psychological services within area of expertise.

A Senior Specialist Psychologist trained and accredited by the PRB as a supervisor with a minimum of three years post registration experience may be reasonably required by the Department to supervise an Intern Psychologist who is in the process of gaining full registration with the PRB.

ORGANISATIONAL RELATIONSHIPS AND IMPACT

Higher level consultancy role within the Department and with external agencies

CHIEF PSYCHOLOGIST

A Chief Psychologist shall have the following characteristics:

EDUCATION, TRAINING AND EXPERIENCE

Full registration as a psychologist in NSW.

Must possess a post-graduate degree at the masters level or higher in a specialist area deemed relevant by the employing Department including, but not limited to, Clinical Psychology, Clinical Neuropsychology, Counselling Psychology, and Forensic Psychology. The post graduate degree must include components of professional training and supervised experience and must be of at least 2 years full time duration or its equivalent: The Department Head may approve other appropriate degrees or experience for entry to this classification.

High-level expertise of a specific relevant area within the profession.

Substantial experience in professional supervision and/or management in the relevant area.

Superior skills in coordinating a comprehensive program or services.

TASK

Develops appropriate policy in a specific area.

May conduct and set research and evaluation projects for the Department as required.

Provides high level consultation to the Department within specific professional areas,

Devises and manages training programs of professional relevance to psychologists

JUDGEMENT AND PROBLEM-SOLVING

Provide a psychological service in the most complex cases.

Applies policy and procedures independently in decision-making.

Exercises independent and expert judgement in making recommendations on implementation of policy and allocation of resources.

SUPERVISION AND INDEPENDENCE

May work in or lead a multi-disciplinary team.

May manage the implementation of state-wide psychological and behavioural programs delivered by multi-disciplinary teams.

May professionally supervise a team of skilled psychologists.

Provides leadership and professional supervision to all psychologists within designated area of responsibility.

Works with a high level of independence.

ORGANISATIONAL RELATIONSHIPS AND IMPACT

Consultancy, negotiation with other organisations on service provision/case management at a regional or area level.

Provides professional psychological advice to management.

Manages a larger multi-disciplinary team or several teams of psychologists.

High level liaison with relevant internal and external stakeholders.

PRINCIPAL PSYCHOLOGIST

A Principal Psychologist shall have all of the following characteristics:

EDUCATION, TRAINING AND EXPERIENCE

Full registration as a psychologist in NSW.

Must possess a post-graduate degree at the masters level or higher in a specialist area deemed relevant by the employing Department including, but not limited to, Clinical Psychology, Clinical Neuropsychology, Counselling Psychology, Forensic Psychology. The post graduate degree must include components of professional training and supervised experience and must be of at least 2 years full time duration or its equivalent: The Department Head may approve other appropriate degrees or experience for entry to this classification.

Substantial relevant clinical, supervisory and management skills.

Understands relevance of their discipline to the role of the Department.

Superior knowledge of research relevant to the service.

Possess significant expertise in the delivery and management of psychological services.

TASK

May conduct and set psychological research and evaluation projects for the Department as required.

Ensures the delivery and quality of psychological services provided throughout the Department.

Reviews programs and services across the Department.

High level policy advice on deployment of services and professional resources.

Provides strategic advice informed by up-to-date knowledge in the relevant area.

Oversees maintenance of professional standards in psychological practice.

JUDGEMENT AND PROBLEM-SOLVING

Strategic planning, negotiation with other organisations and Departments at a statewide level.

Authoritative advice to the organisation on psychological matters.

Significant strategic, policy or service delivery input at an organisational level.

SUPERVISION AND INDEPENDENCE

Provides leadership to all psychologists in the Department.

Works with a high level of independence.

Provides professional supervision of the Chief Psychologists and/or other senior classifications as deemed appropriate.

Ensures a high quality of professional supervision within the Department

ORGANISATIONAL RELATIONSHIPS AND IMPACT

Represent the Department to external bodies, as required, in relation to psychological matters.

Provide high level advice to senior management of the Department and other key clients.

Has significant policy or service delivery influence at an organisational level.

High level liaison with relevant internal and external stakeholders.

4. Appointment and Progression

Appointment to the Chief or Principal Psychologist classification is subject to the occurrence of a vacancy in the relevant classification. Appointment to Senior Psychologist, Specialist Psychologist or Senior Specialist Psychologist is subject either to the occurrence of a vacancy in the relevant classification or to the following reclassification process:

- 4.1 An applicant for reclassification as a Senior Psychologist, Specialist Psychologist or Senior Specialist Psychologist is required to submit a written application detailing how he or she meets the characteristics for the higher classification as specified in Clause 3 of this Award. The application must include a supporting reference from his or her professional supervisor.
- 4.2 The Classification Committee tests the application by peer professional review, against the relevant classification characteristics by way of formal interview.
- 4.3 The Classification Committee consists of:
 - (a) The departmental Principal or a departmental Chief Psychologist (or equivalent).
 - (b) A Human Resources Manager (or equivalent) as designated by the Department, and
 - (c) A Principal or Chief Psychologist or equivalent from another Department (to ensure equity of standards and process).
- 4.4 The Classification Committee makes a recommendation to the Department Head on whether or not to approve the reclassification.
- 4.5 An applicant for reclassification to the position of Senior Psychologist shall have completed a minimum of one year at the 9th year of service point on the salary scale for a Psychologist.
- 4.6 An applicant for reclassification to the position of Senior Specialist Psychologist shall have completed a minimum of one year at the 5th year of service on the salary scale for Specialist Psychologist (or a previously equivalent classification).
- 4.7 An applicant for reclassification to the position of Specialist Psychologist shall have completed a minimum of one year at the 9th year of service of the Psychologists salary scale or the 3rd year of service of the Senior Psychologists salary scale unless the applicant has obtained a relevant Master's degree or higher.
- 4.8 Any application for reclassification to the position of Specialist Psychologist by an applicant who does not possess a Masters Degree must be made prior to 30 June 2008.
- 4.9 An applicant can only make one application for reclassification to the same classification within a twelve month period.

5. Salaries

- 5.1 The annual salaries payable to employees covered by this Award are as set out in Table 1 - Salaries, of Part B of this Award.

- 5.2 The salary rates and allowance set at the date of commencement of this Award will increase in accordance with the Crown Employees (Public Sector - Salaries 2004) Award and any variation or replacement award.
- 5.3 Existing employees at the date of commencement of this Award will be transferred to the classification and salary step in the new classification in accordance with the transitional arrangements in clause 6.
- 5.4 Commencing salary and progression for psychologists are set out in Table 3 - Commencing Salary and Progression - Psychologists, of Part B of this Award.

6. Transitional Arrangements

- 6.1 Existing employees will be transferred at the date of making this Award to the appropriate classification contained within this Award as described in the following table:

Previous classification	New Classification
Psychologist	Psychologist
Clinical Psychologist	Specialist Psychologist
Neuropsychologist - DCS	Specialist Psychologist
Senior Psychologist - DCS (Year 1 and Year 2)	Senior Specialist Psychologist (Year 1)
Senior Psychologist - DCS (Year 3)	Senior Specialist Psychologist (Year 2)
Specialist Services Coordinator -DJJ	Senior Specialist Psychologist (Year 1)
Senior Clinical Psychologist	Senior Specialist Psychologist (Year 1)
Senior Program Co-ordinator - DADHC	Senior Specialist Psychologist (Year 1)
Deputy Principal Psychologist (DOCs)	Chief Psychologist
Chief Psychologist - DCS	Chief Psychologist
Assistant Director, Psychological and Specialist Services (DJJ)	Chief Psychologist
Principal Psychologist (DOCs)	Principal Psychologist
Head Psychologist - DCS	Principal Psychologist
Director, Psychological and Specialist Services (DJJ)	Principal Psychologist

- 6.2 Employees transferring to the new classifications of Psychologist or Specialist Psychologist in accordance with clause 6.1 above shall move to the incremental step within the new classification corresponding to the incremental step in his or her previous classification. Where the employee has been on an incremental step in his or her previous classification which is higher (in number of years) than the highest incremental step in the new classification, the employee will transfer to the highest incremental step in the new classification.
- 6.3 Employees transferring to the new classification of Senior Specialist Psychologist in accordance with clause 6.1 above shall move to the incremental step listed in the table above.
- 6.4 Where there is an increase in salary the date of transfer to the new incremental step will become the new annual increment date.
- 6.5 In addition to clauses 6.1 - 6.4 above, the special transitional arrangements set out in Table 4 to this Award shall apply.
- 6.6 At the time of the commencement of this Award, no existing employee covered by this Award will suffer a reduction in their rate of pay or any loss or diminution of their Award conditions of employment as a consequence of the making of this Award whilst they continue to occupy the position they transitioned to.

7. Conditions of Employment,

7.1 General Conditions

The employees regulated by this Award shall be entitled to the conditions of employment as set out in this Award, and, except where specifically varied by this Award, existing conditions provided for under the *Public Sector Employment and Management Act 2002*, the *Public Sector Employment and Management (General) Regulation 1996*, and the *Crown Employees (Public Service Conditions of Employment) Reviewed Award 2006* or any replacement award.

7.2 Professional Supervision

Intern Psychologists shall be provided with professional supervision in accordance with PRB guidelines as amended from time to time.

All psychologists' classifications shall be provided with professional supervision to maintain competence in their area of practice through ongoing supervision in accordance with PRB guidelines.

7.3 Materials of Work

Appropriate rooms will be provided for conducting clinical interviews and/or assessments with clients/offenders to ensure psychologists are able to meet requirements, subject to occupational health and safety obligations, of auditory privacy and client confidentiality. In addition the employer will provide ready access to appropriate test materials, including a set of relevant current psychometric instruments.

7.4 Professional Development

Psychologists shall have appropriate and equitable access to professional training, education and conference attendance relevant to both the employer and employee in order that they may maintain competence through ongoing professional development in accordance with PRB guidelines. The Department shall not unreasonably refuse requests by psychologists to attend relevant training, education and conferences. Attendance at approved training, education and conferences shall be in accordance with the Staff Training and Development Clause of the *Crown Employees (Public Service Conditions of Employment) Reviewed Award 2006* as amended from time to time.

8. Allowances

8.1 Employees shall be paid the allowance specified in clause 8.2 in accordance with the rate set out in Table 2, Allowances, of Part B, Monetary Rates, of this Award. The allowance will increase in accordance with the *Crown Employees (Public Sector - Salaries 2004) Award* and any variation or replacement award.

8.2 Environmental Allowance

Psychologists who have substantial regular and direct contact with offenders/clients in correctional centres operated by the Department of Corrective Services and Juvenile Justice Centres operated by the Department of Juvenile Justice shall be paid the environmental allowance specified in Item 1 of Table 2, Allowances of Part B, Monetary rates. The allowance shall be paid under the following conditions:

- (a) the work location is totally within a Correctional or Juvenile Justice Centre to attract full payment;
- (b) there must be regular, direct and substantial contact with offenders/clients;
- (c) the allowance can be paid on a pro-rata basis if the contact is not on a full time basis, i.e. 2 - 3 days attracts 50 per cent, 4 - 5 days attracts 100 per cent; and

- (d) offender/client contact is generally in a "supervisory" capacity i.e. contact is for professional purposes.

9. Grievance and Dispute Settling Procedures

- 9.1 All grievances and disputes relating to the provisions of this award shall initially be dealt with as close to the source as possible, with graduated steps for further attempts at resolution at higher levels of authority within the appropriate department, if required.
- 9.2 An employee is required to notify in writing their immediate manager, as to the substance of the grievance, dispute or difficulty, request a meeting to discuss the matter, and if possible, state the remedy sought.
- 9.3 Where the grievance or dispute involves confidential or other sensitive material (including issues of harassment or discrimination under the *Anti Discrimination Act 1977*) that makes it impractical for the employee to advise their immediate manager the notification may occur to the next appropriate level of management, including where required, to the Department Head or delegate.
- 9.4 The immediate manager, or other appropriate officer, shall convene a meeting in order to resolve the grievance, dispute or difficulty within two (2) working days, or as soon as practicable, of the matter being brought to attention.
- 9.5 If the matter remains unresolved with the immediate manager, the employee may request to meet the appropriate person at the next level of management in order to resolve the matter. This manager shall respond within two (2) working days, or as soon as practicable. The employee may pursue the sequence of reference to successive levels of management until the matter is referred to the Department Head.
- 9.6 The Department Head may refer the matter to the Director of Public Employment for consideration.
- 9.7 If the matter remains unresolved, the Department Head shall provide a written response to the employee and any other party involved in the grievance, dispute or difficulty, concerning action to be taken, or the reason for not taking action, in relation to the matter.
- 9.8 An employee, at any stage, may request to be represented by the Association.
- 9.9 The Association or the Department Head may refer the matter to the New South Wales Industrial Relations Commission if the matter is unresolved following the use of these procedures.
- 9.10 The employee, Association, Department and the Director of Public Employment shall agree to be bound by any order or determination by the New South Wales Industrial Relations Commission in relation to the dispute.
- 9.11 Whilst the procedures outlined in subclauses 9.1 to 9.10 of this clause are being followed, normal work undertaken prior to notification of the dispute or difficulty shall continue unless otherwise agreed between the parties, or, in the case involving occupational health and safety, if practicable, normal work shall proceed in a manner which avoids any risk to the health and safety of any employee or member of the public

10. Anti Discrimination

- 10.1 It is the intention of the parties bound by this Award to seek to achieve the object in section 3(f) of the *Industrial Relations Act 1996* to prevent and eliminate discrimination in the workplace. This includes discrimination on the grounds of race, sex, marital status, disability, homosexuality, transgender identity, age and responsibilities as a carer.
- 10.2 It follows that in fulfilling their obligations under the dispute resolution procedure prescribed by this Award the parties have obligations to take all reasonable steps to ensure that the operation of the provisions of this Award are not directly or indirectly discriminatory in their effects. It will be

consistent with the fulfilment of these obligations for the parties to make application to vary any provision of the Award which, by its terms or operation, has a direct or indirect discriminatory effect.

- 10.3 Under the *Anti-Discrimination Act 1977*, it is unlawful to victimise an employee because the employee has made or may make or has been involved in a complaint of unlawful discrimination or harassment.
- 10.4 Nothing in this clause is to be taken to affect:
- (a) any conduct or act which is specifically exempted from anti-discrimination legislation;
 - (b) offering or providing junior rates of pay to persons under 21 years of age;
 - (c) any act or practice of a body established to propagate religion which is exempted under section 56(d) of the *Anti-Discrimination Act 1977*; and
 - (d) a party to this Award from pursuing matters of unlawful discrimination in any State or Federal jurisdiction.
- 10.5 This clause does not create legal rights or obligations in addition to those imposed upon the parties by the legislation referred to in this clause.

Notes -

- (a) Employers and employees may also be subject to Commonwealth anti-discrimination legislation.
- (b) Section 56(d) of the *Anti-Discrimination Act 1977* provides:

"Nothing in the Act affects ... any other act or practice of a body established to propagate religion that conforms to the doctrines of that religion or is necessary to avoid injury to the religious susceptibilities of the adherents of that religion."

11. No Extra Claims

The pay increases under this Award are provided on the basis that there shall be no changes to salaries, rates of pay, conditions, classification structure or allowances during the term of this Award subject to clause 5.2 above.

12. Area, Incidence and Duration

- 12.1 This Award shall apply to employees as defined in clause 2 of this Award and replaces the following instruments insofar as they apply to those employees:
- a. Guidance Officer, Department of Industrial Relations; Research Officers, Division of Vocational Guidance Services, Department of Industrial Relations, Department of Corrective Services, Department of Family and Community Services, Department of Health NSW; Research Officers (Non-Legally Qualified) Law Reform Commission, Department of Attorney General; Psychologists, Department of Health NSW, Department of Corrective Services, Department of Family and Community Services; Research Anthropologists, Department of Health NSW; Rehabilitation Counsellor Workers Compensation Commission Agreement No. 2405 of 1982 and Amending Agreement No. 2520 of 1989
 - b. Psychologists - Department of Corrective Services PEO Determinations effective 12 March 1998 and 25 August 2000
 - c. Clinical Neuropsychologist - Department of Corrective Services; Determination No.937 of 2004
 - d. Psychologist-in-Charge, Department of Ageing, Disability and Home Care Determination No. 933 of 2004

12.2 The Award shall take effect from the first full pay period commencing on or after 9 October 2006 and shall remain in force until 30 June 2008.

PART B

Table 1 - Salary Rates

Classification	Salary rate from first full pay period on or after 9/10/06 \$	Salary rate from first full pay period on or after 1/7/07 \$
Psychologist		
1st Year	46,812	48,684
2nd Year	49,344	51,318
3rd Year	51,873	53,948
4th Year	55,036	57,237
5th Year	58,199	60,527
6th Year	61,362	63,816
7th Year	64,526	67,107
8th Year	67,057	69,739
9th Year and thereafter	69,585	72,368
Senior Psychologist		
1st Year	73,382	76,317
2nd Year	76,545	79,607
3rd Year and thereafter	79,708	82,896
Specialist Psychologist		
1st Year	67,057	69,739
2nd Year	70,850	73,684
3rd Year	74,647	77,633
4th Year	78,442	81,580
5th Year and thereafter	82,237	85,526
Senior Specialist Psychologist		
1st Year	86,034	89,475
2nd Year	88,563	92,106
3rd Year and thereafter	91,094	94,738
Chief Psychologist		
1st Year and thereafter	95,500	99,320
Principal Psychologist		
1st Year and thereafter	103,746	107,896

Table 2 - Allowances

Item No	Clause No.	Description	Amount from the first full pay period on or after 9/10/06 \$	Amount from the first full pay period on or after 1/7/07 \$
1	8.2	Environmental Allowance	\$2,143	\$2,229

Table 3 - Commencing Salary And Progression

Psychologists

Intern Psychologists shall commence at year 1 of the scale for Psychologist and may progress by way of annual increment to year 2, subject to satisfactory conduct and services. Progression to year 3 shall occur effective from the date of registration with the PRB. The date of registration will become the new annual increment date.

The Department Head may consider progression past year 2 up to year 3 only where there are extenuating circumstances which have prevented the Psychologist from achieving full registration within the standard 2 year period.

Provided that where a Psychologist has already met the criteria for full registration and is registered in accordance with the *Psychologists Act* 2001, he/she shall commence at Year 3 of the scale for Psychologist, unless the Department Head otherwise approves a higher commencing salary.

Except for an Intern Psychologist, progression to the next due increment occurs after 12 months service at a particular increment in accordance with clause 16, Increments, of Part 3, Conditions of Service of the Public Sector Employment and Management (General) Regulation 1996.

Senior Psychologists

A Senior Psychologist will commence at year 1 of the salary scale for Senior Psychologist unless the Department Head approves otherwise.

Psychologists promoted to this classification shall enter at the salary for the Senior Psychologist classification that is immediately above the salary previously applying to that person as Psychologist unless the Department Head approves otherwise.

Progression to the next due increment occurs after 12 months service at a particular increment in accordance with clause 16, Increments, of Part 3, Conditions of Service of the Public Sector Employment and Management (General) Regulation 1996.

Specialist Psychologists

A Specialist Psychologist will commence at year 1 of the salary scale for Specialist Psychologist unless the Department Head approves otherwise.

Psychologists promoted to this classification shall enter at the salary for the Specialist Psychologist classification that is immediately above the salary previously applying to that person as Psychologist or Senior Psychologist unless the Department Head approves otherwise.

Progression to the next due increment occurs after 12 months service at a particular increment in accordance with clause 16, Increments, of Part 3, Conditions of Service of the Public Sector Employment and Management (General) Regulation 1996.

Senior Specialist Psychologist

A Senior Specialist Psychologist will commence at year 1 of the salary scale for Senior Specialist Psychologist unless the Department Head approves otherwise.

Psychologists promoted to this classification shall enter at the salary for the Senior Specialist Psychologist classification that is immediately above the salary previously applying to that person as Psychologist, Senior Psychologist or Specialist Psychologist unless the Department Head approves otherwise.

Progression to the next due increment occurs after 12 months service at a particular increment in accordance with clause 16, Increments, of Part 3, Conditions of Service of the Public Sector Employment and Management (General) Regulation 1996.

Table 4 - Special Transitional Arrangements

1. Employees in the positions listed in the table below at the time of making this Award shall receive an increase of 5% as detailed with Column C.

Column A	Column B	Column C	Column D	Column E
Previous Classification	Previous salary	Salary after 5% increase	New Award Classification	New Award Salary
Department of Corrective Services				
Psychologist step 10	\$67,397	\$70,767	Psychologist year 9	\$69,585
Psychologist step 11	\$70,612	\$74,143	Psychologist year 9	\$69,585
Psychologist step 12	\$73,112	\$76,768	Psychologist year 9	\$69,585
Psychologist step 13	\$75,612	\$79,393	Psychologist year 9	\$69,585
Clinical Psychologist - Neuropsychologist step 6	\$79,142	\$83,099	Specialist Psychologist Year 5	\$82,237
Chief Psychologist Step 3	\$91,356	\$95,924	Chief Psychologist	\$95,500
Head Psychologist Step 3	\$101,504	\$106,579	Principal Psychologist	\$103,746
Department of Community Services				
Department of Ageing, Disability and Homecare and NSW Police				
Psychologist step 10	\$67,396	\$70,766	Psychologist year 9	\$69,585
Psychologist step 11	\$70,610	\$74,141	Psychologist year 9	\$69,585
Department of Juvenile Justice				
Psychologist step 10	\$67,397	\$70,767	Psychologist year 9	\$69,585
Psychologist step 11	\$70,610	\$74,141	Psychologist year 9	\$69,585
Director year 4	\$101,849	\$106,941	Principal Psychologist	\$103,746

2. 1 per cent of the 5 per cent increase is to be absorbed into each of the general increases to salary rates over the next 5 years or until the salary rate has aligned with the corresponding salary under this award for that classification, whichever is sooner.
3. For example, on 1 July 2007, employees shall receive a salary increase of a minimum of 3%, not 4% as specified in Table 1.
4. When an employee is promoted or reclassified to a new classification the employee shall move to the salary point for the new classification that is immediately above their salary rate (inclusive of the 5% increase), in accordance with Table 3. The 5% increase and its absorption will not apply to the new classification.
5. Employees on the previous classifications of Psychologist step 10, Psychologist step 11, Psychologist step 12 and Psychologist step 13 are not eligible for incremental progression while they remain employed in that classification.

R. P. BOLAND J.
P. J. SAMS D.P.
J. McLEAY, Commissioner.