

# CROWN EMPLOYEES (PSYCHOLOGISTS) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Review of Award pursuant to Section 19 of the *Industrial Relations Act 1996*.

(Case No. 179003 of 2021)

Before Commissioner Sloan

13 September 2021

## REVIEWED AWARD

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Clause No.      Subject Matter

#### PART A

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#### 2. Definitions

"AHPRA" means Australian Health Practitioner Regulation Agency

"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 *Government Sector Employment Act 2013* or NSW Police by whom the employee is directly engaged.

"Division Head" means a Division Head specified in Column 2 of Schedule 1 of the *Government Sector Employment Act 2013* or the Commissioner of Police.

"Employee" means a person employed in accordance with the *Government Sector Employment Act 2013* 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.

"Industrial Relations Secretary" means the employer for industrial purposes under the *Government Sector Employment Act 2013*.

"PsyBA " means the Psychology Board of Australia or successor organisation.

### **3. Parties**

This award is made between the Industrial Relations Secretary and the Public Service Association and Professional Officers' Association Amalgamated Union of New South Wales.

### **4. Classifications**

#### **PSYCHOLOGIST**

A Psychologist will 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 PsyBA recognised tertiary institution and either be fully registered as a Psychologist or as a Provisional Psychologist with the PsyBA and AHPRA

Fulfil registration requirements within relevant timeframes in order to obtain full registration with the PsyBA and AHPRA (Provisional 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 PsyBA as a supervisor with a minimum of 3 years post registration experience may be reasonably required by the Department to supervise a Provisional Psychologist who is in the process of gaining full registration with the PsyBA/AHPRA.

#### **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 will have the following characteristics:

## EDUCATION, TRAINING AND EXPERIENCE

Full registration as a psychologist in Australia with the PsyBA/AHPRA

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 PsyBA as a supervisor with a minimum of three years post registration experience may be reasonably required by the Department to supervise a Provisional Psychologist who is in the process of gaining full registration with the PsyBA/AHPRA.

## 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 will have the following characteristics:

### EDUCATION, TRAINING AND EXPERIENCE

Full registration as a psychologist in Australia with the PsyBA/AHPRA.

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 PsyBA as a supervisor with a minimum of three years post registration experience may be reasonably required by the Department to supervise a Provisional Psychologist who is in the process of gaining full registration with the PsyBA/AHPRA.

### 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 will have the following characteristics:

### EDUCATION, TRAINING AND EXPERIENCE

Full registration as a psychologist in Australia with the PsyBA/AHPRA.

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 Division 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 PsyBA as a supervisor with a minimum of three years post registration experience may be reasonably required by the Department to supervise a Provisional Psychologist who is in the process of gaining full registration with the PsyBA/AHPRA.

### ORGANISATIONAL RELATIONSHIPS AND IMPACT

Higher level consultancy role within the Department and with external agencies

## CHIEF PSYCHOLOGIST

A Chief Psychologist will have the following characteristics:

## EDUCATION, TRAINING AND EXPERIENCE

Full registration as a psychologist in Australia.

Must possess a post-graduate degree at the master's 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 Division 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 will have all of the following characteristics:

### EDUCATION, TRAINING AND EXPERIENCE

Full registration as a psychologist in Australia.

Must possess a post-graduate degree at the master's 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 Division 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.

## **5. 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:

- 5.1 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.
- 5.2 The Classification Committee tests the application by peer professional review, against the relevant classification characteristics by way of formal interview.
- 5.3 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).
- 5.4 The Classification Committee makes a recommendation to the Department Division on whether or not to approve the reclassification.
- 5.5 An applicant for reclassification to the position of Senior Psychologist will have completed a minimum of one year at the 9th year of service point on the salary scale for a Psychologist.
- 5.6 An applicant for reclassification to the position of Senior Specialist Psychologist will 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).
- 5.7 An applicant for reclassification to the position of Specialist Psychologist will 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.
- 5.9 An applicant can only make one application for reclassification to the same classification within a twelve month period.

## **6. Salaries**

- 6.1 The annual salaries payable to employees covered by this Award are as set out in Table 1 - Salaries, of Part B of this Award.
- 6.2 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 2021) Award and any variation or replacement award.
- 6.3 Commencing salary and progression for psychologists are set out in Table 3 - Commencing Salary and Progression - Psychologists, of Part B of this Award.



## **7. Conditions of Employment**

### **7.1 General Conditions**

The employees regulated by this Award will 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 *Government Sector Employment Act 2013*, *Government Sector Employment Regulation 2014*, and the *Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009* and the *Crown Employees (Public Sector - Salaries 2021) Award* or any replacement awards.

### **7.2 Professional Supervision**

Provisional Psychologists will be provided with professional supervision in accordance with PsyBA guidelines as amended from time to time.

All psychologists' classifications will be provided with professional supervision to maintain competence in their area of practice through ongoing supervision in accordance with PsyBA 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 will 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 PsyBA guidelines. The Department will not unreasonably refuse requests by psychologists to attend relevant training, education and conferences. Attendance at approved training, education and conferences will be in accordance with the Staff Training and Development Clause of the *Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009* as amended from time to time.

## **8. Environmental Allowance**

### **8.1 Environmental Allowance**

Psychologists who have substantial regular and direct contact with offenders/clients in correctional centres operated by the Department of Communities and Justice or Youth Justice Centres will be paid the environmental allowance specified in Item 1 of Table 2, Environmental Allowance of Part B, Monetary rates. The allowance will be paid under the following conditions:

- (a) the work location is totally within a Correctional or Youth 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.

### **8.2 The environmental allowance will increase in accordance with the (Crown Employees (Public Sector - Salaries 2021) Award and any variation or replacement award.**

## **9. Grievance and Dispute Settling Procedures**

- 9.1 All grievances and disputes relating to the provisions of this award will 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 Division Head or delegate.
- 9.4 The immediate manager, or other appropriate officer, will 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 will 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 Division Head.
- 9.6 The Division Head may refer the matter to the Industrial Relations Secretary for consideration.
- 9.7 If the matter remains unresolved, the Division Head will 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 Division 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 Industrial Relations Secretary will 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 8.1 to 8.10 of this clause are being followed, normal work undertaken prior to notification of the dispute or difficulty will continue unless otherwise agreed between the parties, or, in the case involving occupational health and safety, if practicable, normal work will 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. Area, Incidence and Duration**

- 11.1 This Award will apply to employees as defined in clause 2, Definitions, of this Award.
- 11.2 This award 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 Justice - 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
- 11.3 This award is made following a review under section 19 of the *Industrial Relations Act 1996* and rescinds and replaces the Crown Employees (Psychologists) Award published 27 March 2020 (387 I.G. 512), as varied.
- 11.4 The changes made to the award pursuant to the Award Review pursuant to section 19(6) of the *Industrial Relations Act 1996* and Principle 26 of the Principles for Review of Awards made by the Industrial Relations Commission of New South Wales on 28 April 1999 (310 I.G. 359) take effect on and from 17 September 2021.

11.5 This award remains in force until varied or rescinded, the period for which it was made having already expired.

**PART B**

**Table 1 - Salary Rates**

Applying from the beginning of the first full pay period to commence on or after the dates in the column headings:

Psychologists Classification and Grade	1.7.20 Per annum 0.3% \$	1.7.21 Per Annum \$
Psychologist		
1st year	68,288	69,681
2nd year	71,983	73,451
3rd year	75,671	77,215
4th year	80,285	81,923
5th year	84,902	86,634
6th year	89,517	91,343
7th year	94,131	96,051
8th year	97,823	99,819
9th year and thereafter	101,511	103,582
Senior Psychologist		
1st year	107,050	109,234
2nd year	111,666	113,944
3rd year and thereafter	116,278	118,650
Specialist Psychologist		
1st year	97,823	99,819
2nd year	103,356	105,464
3rd year	108,896	111,117
4th year	114,433	116,767
5th year and thereafter	119,966	122,413
Senior Specialist Psychologist		
1st year	125,506	128,066
2nd year	129,196	131,832
3rd year and thereafter	132,891	135,602
Chief Psychologist		
1st year	139,317	142,159
Principal Psychologist		
1st year and thereafter	151,346	154,433

**Table 2 - Environmental Allowance**

Applying from the beginning of the first full pay period to commence on or after the dates in the column headings:

Item. No	Clause No.	Description	1.7.20 \$	1.7.21 \$
1	8	Environmental Allowance	3,126	3,190

### **Table 3 - Commencing Salary and Progression**

#### Psychologists

Provisional Psychologists will 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 will occur effective from the date of registration with the PsyBA/AHPRA. The date of registration will become the new annual increment date.

The Division 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 will commence at Year 3 of the scale for Psychologist, unless the Division Head otherwise approves a higher commencing salary.

Except for a Provisional Psychologist, progression to the next due increment occurs after 12 months service at a particular increment in accordance with clause 14, Increments, of Part 2, Conditions of Service of the Government Sector Employment Regulation 2014.

#### Senior Psychologists

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

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

Progression to the next due increment occurs after 12 months service at a particular increment in accordance with clause 14, Increments, of Part 2, Conditions of Service of the Government Sector Employment Regulation 2014.

#### Specialist Psychologists

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

Psychologists promoted to this classification will 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 Division Head approves otherwise.

Progression to the next due increment occurs after 12 months service at a particular increment in accordance with clause 14, Increments, of Part 2, Conditions of Service of the Government Sector Employment Regulation 2014.

#### Senior Specialist Psychologist

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

Psychologists promoted to this classification will 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 Division Head approves otherwise.

Progression to the next due increment occurs after 12 months service at a particular increment in accordance with clause 14, Increments, of Part 2, Conditions of Service of the Government Sector Employment Regulation 2014.

D. SLOAN, *Commissioner*

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