Health and Community Employees Psychologists (State) Award - Variation

Summary
Advises of a variation to the Health and Community Employees Psychologists (State) Award.

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Information Bulletin

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Obsolete

Obsolete note
Workplace Relations recommend deletion: This IB was issued to advise of variations to rates of pay. Given the lapse of time, it has been assessed that this IB is no longer required.

Obsolete date
03 August 2017

Functional group
Personnel/Workforce - Industrial and Employee Relations, Conditions of employment

Applies to
Area Health Services/Chief Executive Governed Statutory Health Corporation, Board Governed Statutory Health Corporations, Affiliated Health Organisations, Affiliated Health Organisations - Declared, Public Health System Support Division, Community Health Centres, Public Hospitals

Distributed to
Public Health System, Community Health Centres, Ministry of Health

Audience
Human resources staff; psychologists; managers of psychologists

Secretary, NSW Health
This Policy Directive may be varied, withdrawn or replaced at any time. Compliance with this directive is mandatory for NSW Health and is a condition of subsidy for public health organisations.
HEALTH AND COMMUNITY EMPLOYEES PSYCHOLOGISTS’ (STATE) AWARD – VARIATION

As part of the negotiations for the 2008-2011 Memorandum of Understanding between the Department of Health and the Health Services Union, the Department sought to change the provisions regarding progression from Psychologist to Clinical Psychologist in the Health and Community Employees Psychologists’ (State) Award. This matter became the subject of dispute proceedings in the NSW Industrial Relations Commission.

On 5 March 2009, the Award was varied in settlement of the dispute.

A copy of the varied Award is at Attachment A and can also be accessed on the Department’s internet site at: http://www.health.nsw.gov.au/resources/jobs/conditions/awards/hsu_hc_psychologists.asp.

The changes included in the varied Award are summarised below.

Psychologist and Clinical Psychologist

Under the previous Award, Psychologists who met the academic requirements for Clinical Psychologist were reclassified as Clinical Psychologists.

This automatic progression based on the attainment of qualifications has been removed in the new Award.

The Award now contains comprehensive descriptors for both Psychologist and Clinical Psychologist. Positions are to be created and advertised as either Psychologist or Clinical Psychologist. The grading of positions is to be determined against the descriptors contained in the Award.

The application of the team leader allowance to Psychologist or Clinical Psychologist positions, where appropriate, is not affected by this Award variation.

Savings Provisions

The Award contains savings provisions at Clause 6 for existing Psychologists and Clinical Psychologists.

- Employees who, as at 27 January 2009, were employed as Psychologists and were enrolled in or accepted for enrolment into a post-graduate course that meets the academic requirements for Clinical Psychologist, retain the previous conditions regarding progression to Clinical Psychologist on successful completion of the qualification.

- Clinical Psychologists employed as at 5 March 2009 are to retain that classification while they remain in the position they held as at that date, even if that position would be classified as a Psychologist, rather than a Clinical Psychologist, under the new Award descriptors.
Senior Clinical Psychologist

Under the previous Award, Senior Clinical Psychologists were required to discharge duties in at least two of the following areas:

- clinical expertise
- administrative duties
- consultation
- research and evaluation
- training

The Award now provides that all Senior Clinical Psychologists are required to discharge the clinical expertise duties plus duties in at least one of the following areas:

- administrative duties
- consultation
- research and evaluation
- training

The detailed criteria under each of these areas of expertise are unchanged.

Principal Psychologist

The Principal Clinical Psychologist classification has been renamed Principal Psychologist. All other aspects of this classification are unchanged.

Grading Committee

A new clause establishing a grading committee has been included at Clause 3 of the Award.

The committee will assess applications for progression to Senior Psychologist and Senior Clinical Psychologist as per the Award provisions as well as applications made by Psychologists who believe that their position would be more appropriately graded as a Clinical Psychologist.

The features of the committee are:

- the committee must consist of at least three members
- the majority of the members must be psychologists at an equivalent or higher classification than that sought by the applicant(s)
- in the case of applications for Senior Clinical Psychologist, the committee must include a representative from another Health Service
- Health Services are to consult with the Health Services Union when establishing a grading committee.

As is normally the case, the committee will make recommendations on the applications to the Chief Executive of the Health Service (or their nominated representative).
Enquiries

Enquiries concerning this Information Bulletin are to be directed to the relevant human resource personnel in the Health Service. Only human resource personnel from Health Services are to contact the Department.

Professor Debora Picone AM  
Director-General
ATTACHMENT A

HEALTH AND COMMUNITY EMPLOYEES PSYCHOLOGISTS’ (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Arrangement

Clause No. | Subject Matter
--- | ---
7 | Area, Incidence and Duration
3 | Grading Committee
2 | Classifications
4 | Conditions of Service
1 | Definitions
5 | No Extra Claims
6 | Savings Provision

Part B

Table 1 – Salary Rates

1. Definitions

“Employee” means a person employed in the New South Wales Health Service under s115(1) of the Health Services Act 1997.

“Employer” means the Director-General of the Department of Health exercising employer functions on behalf of the Government of New South Wales (and includes a delegate of the Director-General).

“Health Service” means an Area Health Service constituted under section 8 of the Health Services Act 1997, a Statutory Health Corporation constituted under section 11 of that Act and an Affiliated Health Organisation constituted under section 13 of that Act.

“Psychologist in Training” means an employee with a four year degree in psychology, being a three year degree with a fourth year honours in psychology; or who has qualifications deemed equivalent by the employer, and who is eligible for provisional registration with the NSW Psychologists Registration Board. Such employees will be provided with appropriate supervision to enable the employee to attain registration with the NSW Psychologists Registration Board as a Psychologist.

“Union” means the Health Services Union.

2. Classifications

A. Psychologist

(i) Academic and Registration Requirements

A Psychologists is an employee with a four year degree in psychology, being a three year degree with a fourth year honours in psychology; or a qualification deemed equivalent by the employer.

The Psychologist classification includes both Psychologists in Training and Psychologists who have full registration with the Psychologists Registration Board of NSW.
A Psychologist in Training shall commence at year 1 of the scale for Psychologist.

Provided that where a Psychologist has already met the criteria for full registration and is registered in accordance with the *Psychologists Act* 2001, they shall commence at year 3 of the scale for Psychologist.

Provided further that until such time as a Psychologist has met the criteria for full registration and is registered in accordance with the *Psychologists Act* 2001, the employee shall not progress past the salary rate applying for Psychologist 2nd year of service.

(ii) Characteristics

(a) Tasks

Psychologists are trained in the independent application of existing treatment techniques and assessment procedures to a range of behavioural and emotional disorders.

Psychologists facilitate change in attitudes and behaviour related to health and illness, for the purpose of preventing and relieving distress or dysfunction and to promote subjective well-being and personal development.

(b) Judgement and Problem Solving

Psychologists evaluate psychological factors affecting maladaptive behaviour and provide individual counselling services, therapeutic interventions, group programs and case management in the areas of (but not limited to) anger management, parenting skills, stress management, social skills training, assertiveness training, mental health and problem addictions.

Psychologists undertake psychometric testing eg intelligence, personality and vocational, consistent with NSW Psychologists’ Registration Board competencies.

(c) Supervision and Independence

Psychologists may work independently with clinical supervision from a more senior Psychologist.

Psychologists may provide clinical supervision to less experienced Psychologists.

Psychologists with three or more years of post-registration experience are eligible to supervise Psychologists in Training for registration purposes after having successfully undertaken the Psychologists’ Registration Board of NSW certified supervision workshop.

(d) Organisational Relationships and Impact

Psychologists may contribute to service planning and policy development.

Psychologists may participate in psychological research and evaluation projects as required.

Psychologists may be involved in the provision of in-services to staff and students.

Psychologists may formulate management and case plans.

Psychologists undertake liaison with relevant internal and external stakeholders.
B. **Senior Psychologist**

(i) **Characteristics and General Features of Duties**

Employees at this classification possess a high degree of experience as a Psychologist, with breadth and depth of experience in psychological methods and the provision of psychological services. The Senior Psychologist is able to provide a psychology service with the attribute of initiative, and to exercise independent judgment.

The general duties are as detailed for Psychologist, and in addition:

(a) clinical supervision of Psychologists;

(b) provision of psychological assessment and interventions involving adaptive utilisation of psychological principles and methods, including evaluation where appropriate;

(c) administrative duties, including but not limited to:

   (1) co-ordination of clinical activities of a service; and
   (2) significant involvement in service planning and policy.

(ii) **Academic and Registration Requirements**

An employee with a four year degree in psychology, being a three year degree with a fourth year honours in psychology; or who has qualifications deemed equivalent by the employer and who is registered as a psychologist with the NSW Psychologists’ Registration Board.

Employees appointed at the Senior Psychologist level shall satisfy the criteria for the Psychologist classification and have completed a minimum of one year at the 9th year of service and thereafter point on the salary scale for Psychologist. Employees appointed to this classification shall demonstrate to the satisfaction of the employer by their work performed and the results achieved, together with their aptitude, abilities and other attributes, that appointment at this level is warranted on merit.

C. **Clinical Psychologist**

(i) **Academic and Registration Requirements**

The Clinical Psychologist is a fully registered psychologist with a Masters degree or higher in Clinical Psychology, Clinical Neuropsychology or some other recognised clinical area in psychology that the employer deems relevant to the functions of the position. The postgraduate qualifications must be of no less than two years full time duration (or part-time equivalent) and include professional clinical coursework, clinical training and supervised placement experience as core components.

Employees with a three year Clinical Doctorate (or equivalent) or a Doctorate of Philosophy (PhD) shall enter the classification at year 2 of the scale.

Employees entering this classification from the classifications of Psychologist or Senior Psychologist shall enter at the salary point for this classification that is above the salary point previously applying as Psychologist or Senior Psychologist.
(ii) Characteristics

(a) Task

Clinical Psychologists are capable of undertaking all activities performed by the classifications of Psychologist and Senior Psychologist as described in the Award.

Clinical Psychologists are trained in the scientific study and application of psychological knowledge and principles for the purpose of diagnosing, understanding, preventing, treating and advising on psychopathological distress or dysfunction and to promote subjective well being.

The essential tasks of Clinical Psychologists are assessment, diagnosis, case formulation and treatment of psychopathology as it is manifested (variously) in cognitive, emotional, motivational, personality and behavioural disturbances in adults, adolescents or children across a range of health care settings including outpatient, community, primary care and in-patient facilities.

Referrals appropriate to Clinical Psychologists encompass a diversity of presentations – from acute to enduring and mild to severe. Problems range from those with mainly biological causation to those emanating mainly from psychosocial factors, as well as problems of coping or adaptation to adverse circumstances that are not themselves reversible by psychological intervention eg physical disability, physical illness, bereavement.

(b) Judgement and Problem Solving

Clinical Psychologists exercise independent judgment concerning the selection and application of principles, methods and techniques of psychological assessment and/or treatment. Chosen interventions involve the adaptive utilisation of empirically-derived psychological principles.

(c) Supervision and Independence

The appropriate discharge of duties and demonstration of competence at this level is in consequence of an understanding of theories and techniques, which enable Clinical Psychologists to assess and diagnose psychological problems and disorders and design and implement appropriate psychological procedures.

Clinical Psychologists work independently and receive clinical supervision from another Clinical Psychologist. Initially such supervision is provided by a more senior and experienced professional colleague but after several years experience, Clinical Psychologists may participate in peer supervision only.

Clinical Psychologists may work in or lead a multidisciplinary team.

Clinical Psychologists are expected to provide clinical supervision to less experienced Psychologists, be involved in peer supervision and supervise postgraduate students on clinical placements.

(d) Organisational Relationships

Clinical Psychologists may conduct psychological research and evaluation projects as required.

Clinical Psychologists are involved in service planning and the formulation of policy.

Clinical Psychologists participate in the provision of in-service programs to staff and students.
Clinical Psychologists are a consultant to Psychologists and may provide peer consultancy to colleagues and other professionals within their area of expertise.

D. Senior Clinical Psychologist

(i) Characteristics and General Features of Duties

A Clinical Psychologist may, after not less than the completion of 12 months service at the 5th year of service and thereafter, make written application to the employer for progression to the classification of Senior Clinical Psychologist. The application shall comprehend, but not be limited to detailing current direct treatment responsibilities and duties discharged; together with provision of treatment consultation, supervision and training and relevant documentary support material.

The employer may also establish such positions of Senior Clinical Psychologist that it deems appropriate, from time to time.

Employees that are successful in their application for progression to Senior Clinical Psychologist shall commence on the 1st year of service rate for the classification.

Employees classified as Senior Clinical Psychologist shall discharge the duties as described for Clinical Psychologist above and in addition must demonstrate clinical expertise requiring:

(1) higher level knowledge and experience in a specific area e.g. tertiary referral service, manifest in the level of competence, initiative, innovation, responsibility and professional recognition of the employee; and

(2) developing and extending applications of assessment and treatment methods.

In addition, the employee must also discharge duties in at least one of the following areas:

(a) Administrative duties, which may include:

(1) responsibility for overall service planning and policy; and

(2) other supra-clinical duties involving responsibility for service provision; and

(3) responsibility for professional functioning of Psychologists and Clinical Psychologists.

(b) Consultation, involving

(1) the provision of consultation with other Psychologists or with other professional bodies and organisations (e.g. other government agencies) regarding psychological services and/or development of policies and procedures in areas requiring specialist psychological knowledge; and

(2) developing protocols for individual and group treatment programs and making available to other health professionals. Developing assessment procedures for clinical decision making.

(c) Research and Evaluation, involving

(1) research, where the Psychologist has taken responsibility as principal researcher for the design, implementation and reporting of psychological research; and
(2) evaluation, where the Psychologist makes a major contribution to setting up evaluation systems for programs and services and major quality improvement projects;

(d) Training, involving

(1) the training of Psychologists or other health professionals in a range of areas that may include specialist psychological skills;

(2) contributing to training for supervisors of psychological services; and

(3) developing and implementing training programs.

E. Principal Psychologist

(i) Characteristics and General Features of Duties

Appointment to this classification shall be through competitive selection and assessment on the basis of merit to fill an advertised vacancy; personal progression of an employee is not available for appointment to this level.

It is envisaged appointments to this level would be made from Senior Clinical Psychologists that have substantial knowledge, skills and experience at that level; be able to demonstrate significant expertise in the delivery of psychological services; and is a recognised leader in their clinical field and has contributed to the body of psychological knowledge, and/or the development and education of psychologists within the field.

Clinical and other duties shall be as detailed above for Senior Clinical Psychologist, and in addition one or more of the following:

(a) Administrative and policy duties, which may include:

(1) providing advice to Health Services and/or liaising between different Health Services on the development and provision of psychological services;

(2) acting as a Senior Consultant for government or other agencies; and

(3) providing policy advice on human and psychological services at Ministerial level;

(b) Psychological research of a significant nature and demonstrating ongoing involvement, which may include:

(1) a significant number of research publications with the Principal Psychologist as primary author, and which have been published in respected peer reviewed journals. It would be expected that a significant proportion of these publications had been achieved since attaining specialist qualifications; and

(2) presentation of papers, which may include psychological research or issues of clinical development, at major professional conferences and seminars;

(c) Teaching duties of a significant nature, which may include:
having a university appointment that includes active involvement in the teaching of psychology at the postgraduate level, and may also include teaching of undergraduates; and

(2) teaching specialised clinical skills to other psychologists and/or students;

(d) Advisory, with the Principal Psychologist:

(1) operating in a senior advisory role to the Health Service and developing systems to ensure a high level of professional functioning of psychologists in that Health Service, such as organising regular continued professional development for Psychologists, maintaining and enhancing professional ethics and conduct, supporting NSW Health Department objectives via evidence based methods and evaluation; and

(2) teaching specialised clinical skills to other psychologists and/or students.

3. Grading Committee

A grading committee will be established on a needs basis for the specific purpose of considering applications made by employees for progression and/or regrading within the classifications of the Award. Where an employee believes that their position is inappropriately graded the application must demonstrate that the applicant meets the requirements of and is required to work at the level as described for the grading being sought.

The committee shall consist of at least three members, a majority of which must be Psychologists of an equivalent or higher grading than that sought by the applicant. In applications for regrading to Senior Clinical Psychologist there must be a Psychologist representative from another Health Service. The committee will be established via consultation between the Union and the Health Service.

The committee will receive the written application addressing the relevant criteria of the classification by the applicant and review its contents prior to proceeding to an interview of the applicant.

The committee shall record its decision and reasoning and make its recommendation to the Chief Executive of the Health Service or his/her nominated representative.

4. Conditions of Service

The Public Hospital (Professional and Associated Staff) Conditions of Employment (State) Award, as varied from time to time, shall apply to all persons covered by this award.

In addition, the Health Industry Status of Employment (State) Award, shall also apply to all relevant employees.

5. No Extra Claims

The Memorandum of Understanding between the employer and the Union dated 23 September 2008 establishes the extent of any further claims that may be pursued by the Union as set down in Clause 9, Leave Reserved, of that Memorandum.

6. Savings Provision

Employees classified as Clinical Psychologists as at 5 March 2009 are to retain that classification while they remain in the position they held as at that date.
Subject to satisfactory performance, employees who, as at 27 January 2009, were employed as Psychologists and were enrolled or accepted for enrolment in a post graduate qualification as described at subclause (i) of Part C of Clause 2 Classifications of this Award, shall be reclassified as Clinical Psychologist on successful completion of that qualification.

7. Area, Incidence and Duration

(i) This Award rescinds and replaces the Health and Community Employees Psychologists (State) Award published 10 March 2006 (357 IG 970) and all variations thereof.

(ii) This Award shall apply to persons employed in classifications contained herein employed in the New South Wales Health Service under section 115(1) of the Health Services Act 1997, or their successors, assignees or transmitters, excluding the County of Yancowinna.

(iii) This Award takes effect from 12 November 2008 and shall remain in force until 30 June 2011.
### Table 1 – Salary Rates

<table>
<thead>
<tr>
<th>Grades</th>
<th>Rate from 1.7.2008</th>
<th>Rate from 1.7.2009</th>
<th>Rate from 1.7.2010</th>
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<tr>
<td>Psychologist</td>
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<tr>
<td>1st year of service</td>
<td>50,583</td>
<td>52,556</td>
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<td>2nd year of service</td>
<td>53,319</td>
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<td>3rd year of service</td>
<td>56,052</td>
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<td>4th year of service</td>
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<td>61,788</td>
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<td>5th year of service</td>
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<td>6th year of service</td>
<td>66,305</td>
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<td>9th year of service &amp; thereafter</td>
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<td>Senior Psychologist</td>
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<td>1st year of service</td>
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<td>Senior Clinical Psychologist</td>
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<td>1st year of service and thereafter</td>
<td>112,104</td>
<td>116,476</td>
<td>121,019</td>
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</table>

### PART-TIME PSYCHOLOGIST

(Applicable only to staff employed prior to 30 June 1993 (see DOH Circular 93/58))

| Part-time Psychologist (p/hour) | 37.88 | 39.36 | 40.89 |
| Part-time Clinical Psychologist (p/hour) | 48.58 | 50.48 | 52.45 |
| Part-time Senior Clinical Psychologist (p/hour) | 57.64 | 59.89 | 62.23 |