

Guidance Officers,
Department of Industrial
Relations; Research
Officers, Various
Departments; Youth
Counselling Officers,
Department of Industrial
Relations; Psychologists,
Health Commission of NSW,
Department of Corrective
Services and Department of
Youth and Community
Services; Social
Anthropologists, Health
Commission of NSW;
Rehabilitation
Counsellors, Workers'
Compensation Commission

Agreement No.2405 of 1982.

PSB 77/735

A G R E E M E N T made the twelfth day of November, 1982
BETWEEN THE PUBLIC SERVICE BOARD OF NEW SOUTH WALES, a cor-
poration constituted under the Public Service Act, 1979, and
having its office at 47-53 Macquarie Street, Sydney in the
State of New South Wales (hereinafter called "the Board") of
the one part and THE PUBLIC SERVICE ASSOCIATION OF NEW
SOUTH WALES and THE NEW SOUTH WALES PUBLIC SERVICE
PROFESSIONAL OFFICERS' ASSOCIATION being Associations or
Organisations representing certain classes of Public
Servants (hereinafter called "the Associations") of the
other part.

(1) INTRODUCTION

This Agreement is made between the Board and the
Associations in pursuance of the provisions of Section 83 of
the Public Service Act, 1979. This Agreement shall be
binding upon the Board and all officers as defined herein.

(2) DEFINITIONS

"Officer" means and includes all persons classified in the
Professional Division permanently or temporarily employed
under the provisions of the Public Service Act, 1979, who -

- (i) possess an appropriate degree of a recognised
University or College of Advanced Education
and have completed at least two years' study
in psychology or education or such other stu-
dies as the Board accepts as appropriate, and
- (ii) on 7 November 1980 were occupying one of the
positions covered by this Agreement or who,

after that date are appointed to one of such positions, but does not include any person who resigned or whose services were terminated prior to 3 February, 1982.

"Service" means continuous service. Future appointees shall be deemed to have the years of service indicated by the salaries at which they are appointed.

"Degree with Honours" means a degree with honours awarded by a recognised University where the subject in respect of which the honours is awarded is appropriate to the classification of and duties undertaken by the officer concerned.

(3) SALARIES

(A) FUTURE APPOINTEES

Subject to the provisions of the Public Service Act, 1979, and of the Regulations thereunder, the following annual rates of salaries shall be paid to officers appointed to the positions specified:

<u>Column A</u>	<u>Column B</u>	<u>Column C</u>
<u>Effective</u>	<u>Effective</u>	<u>Effective</u>
7.11.80	16.1.81	8.5.81
\$82.90 wb	\$86.00 wb	\$89.10 wb
<u>\$ pa</u>	<u>\$ pa</u>	<u>\$ pa</u>

(A) Non-Classified Positions

Guidance Officers, Department of Industrial Relations
 Research Officers, Division of Vocational Guidance Services,
 Department of Industrial Relations
 Youth Counselling Officers, Division of Human Resources,
 Department of Industrial Relations
 Research Officers, Department of Corrective Services
 Research Officers, Department of Youth and Community
 Services
 Research Officers (non-legally qualified) Law Reform
 Commission, Department of the Attorney General and of
 Justice
 Research Officers, Health Commission of NSW
 Research Anthropologists, Health Commission of NSW
 psychologists, Health Commission of NSW
 psychologists, Department of Corrective Services
 psychologists, Department of Youth and Community Services
 Social Anthropologists, Health Commission of NSW

1st year of service	13269	13760	14255
2nd year of service	13997	14515	15038
3rd year of service	14916	15468	16025
4th year of service	15828	16414	17005
5th year of service	16739	17358	17983
6th year of service	17651	18304	18963
7th year of service	18428	19110	19798
8th year of service	19201	19911	20628
9th year of service and thereafter	19982	20721	21467

provided that -

- (a) a Guidance Officer, Youth Counselling Officer, Research Officer, Youth Counselling Officer, Psychologist or Social Anthropologist who -

- (i) has completed 12 months service at the salary prescribed on the maximum of the Scale, and
- (ii) has demonstrated to the satisfaction of the Board by the work performed and the results achieved, the aptitude, abilities and qualities of mind warranting such payment,

shall be paid an allowance at the rate of

Effective	Effective	Effective
7.11.80	16.1.81.	8.5.81
\$82.90 wb	\$86.00 wb	\$89.10 wb
\$1002 pa	\$1039 pa	\$1076 pa

and, after 12 months service in receipt of such allowance, shall be paid a further allowance at the rate of

\$1002 pa	\$1039 pa	\$1076 pa
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- (b) a Guidance Officer or Youth Counselling Officer, Division of Vocational Guidance Services, Department of Industrial Relations, occupying a non-classified position, who, with the approval of the Board, is placed in charge of a one-man branch, shall in addition to the salary prescribed herein, be paid an allowance at the rate of

\$1162 pa	\$1205 pa	\$1248 pa
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The allowance shall cease on the officer ceasing to be in charge of such a branch;

- (c) The commencing rate of salary for a Guidance Officer, etc. who has obtained a degree of a recognised University or College of Advanced Education requiring a minimum of three years full-time study or other qualifications deemed by the Board to be the equivalent thereof, shall be that prescribed for the first year of service;
- (d) The commencing rate of salary for a Guidance Officer, etc. who has also completed an additional course of study and qualified for a degree with honours or the Diploma of Education or other qualifications deemed by the Board to be the equivalent thereof shall be that prescribed for the second year of service;
- (e) The commencing salary of a Guidance Officer, etc. who has obtained an appropriate degree of a recognised University or College of Advanced Education requiring a minimum of four (4) years full-time study, or other qualifications deemed by the Board to be equivalent thereto, shall be the rate prescribed for the second year of service; and
- (f) The commencing rate of salary for an officer who has obtained a degree of a recognised University or College of Advanced Education which requires a minimum of four years full-time study and has in addition completed at least one year of teacher training or other qualifications deemed by the Board to be the equivalent thereof, shall be that prescribed for the third year of service.

<u>Column A</u>	<u>Column B</u>	<u>Column C</u>
Effective	Effective	Effective
7.11.80	16.1.81	8.5.81
\$82.90 wb	\$86.00 wb	\$89.10 wb
<u>\$ pa</u>	<u>\$ pa</u>	<u>\$ pa</u>

Clinical Psychologist - Health Commission of NSW, Department of Youth and Community Services and the Department of the Attorney General and of Justice

1st year of service	19201	19911	20628
2nd year of service	20373	21127	21888
3rd year of service	21542	22339	23143
4th year of service	22712	23552	24400
5th year of service and thereafter	23880	24764	25656

A Psychologist employed in the Health Commission of New South Wales or in the Department of Youth and Community Services shall be eligible for appointment as Clinical Psychologist subject to:

- (a) holding the Diploma in Psychology of the University of Sydney or qualifications deemed by the Board to be equivalent;
- (b) a certificate by the Department Head that -
 - (i) the officer has performed duties substantially in Clinical Psychology for a period of not less than three years, at least one of such years after obtaining such diploma or equivalent; provided that where the minimum period within which an officer can qualify for the Diploma by part-time study exceeds two years the period in excess of two years shall be deducted from the service required after obtaining the Diploma; and
 - (ii) that his abilities and responsibilities exercised in Clinical Psychology warrant such appointment.

Provided that:-

A Clinical Psychologist appointed to one of the following positions shall be paid as follows:

Programme Co-ordinator

1st year of service	23880	24764	25656
2nd year of service and thereafter	24857	25777	26705

Senior Programme Co-ordinator

1st year of service	24857	25777	26705
2nd year of service and thereafter	25466	26408	27359

Programme Director

1st year of service	25466	26408	27359
2nd year of service and thereafter	26076	27041	28014

psychologists appointed to one of the above positions shall be paid their existing salary, as prescribed in this Agreement, plus the appropriate allowance as shown hereunder:

	Column A Effective 7.11.80 \$82.90 wb \$ pa	Column B Effective 16.1.81 \$86.00 wb \$ pa	Column C Effective 8.5.81 \$89.10 wb \$ pa
<u>Programme Co-ordinator</u>	1099	1140	1181
<u>Senior Programme Co-ordinator</u>	1645	1706	1767
<u>Programme Director</u>	2185	2266	2348
<u>Project Director, Health Commission of NSW</u>			
1st year of service	21542	22339	23143
2nd year of service and thereafter	22712	23552	24400
<u>Rehabilitation Counsellor Workers' Compensation Commission</u>			
1st year of service	16739	17358	17983
2nd year of service	17651	18304	18963
3rd year of service and thereafter	18428	19110	19798
<u>Senior Rehabilitation Counsellor, Workers Compensation Commission</u>			
1st year of service	19201	19911	20628
2nd year of service and thereafter	19982	20721	21467
<u>(B) Classified Positions</u>			
<u>Group (a)</u>			
<u>Senior Guidance Officer; District Guidance Officer Grade I; Careers Research Officer Division of Vocational Guidance Services, Department of Industrial Relations</u>			
<u>Senior Research Psychologist, Health Commission of NSW</u>			
On appointment	23880	24764	25656

Column A	Column B	Column C
Effective	Effective	Effective
7.11.80	16.1.81	8.5.81
\$82.90 wb	\$86.00 wb	\$89.10 wb
<u>\$ pa</u>	<u>\$ pa</u>	<u>\$ pa</u>

Group (b)

Deputy Senior Psychologist,
Department of Youth and
Community Services

Chief Research Psychologist, Health
Commission of NSW

Senior Research Officer; Senior
Psychologist, Department of Corrective
Services

District Guidance Officer, Grade II;
Officer in Charge, Research Section;
Officer in Charge, Special Section for
Handicapped Persons, Division of Vocational
Guidance Services, Principal Counsellor,
Youth Counselling Service - Department of
Industrial Relations

On appointment	24857	25777	26705
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Group (c)

Senior Clinical Psychologist, Health
Commission of NSW and Department
of Youth and Community Services

Regional Psychologist, (New England Region)
Health Commission of NSW

Senior Regional Psychologist, (Illawarra
and South East Region) Health Commission
of NSW

Psychologist in Charge
Health Commission of NSW

On appointment	24857	25777	26705
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Promotion of a Clinical Psychologist to Senior Clinical Psychologist, Health Commission of NSW or Department of Youth and Community Services shall be subject to the following conditions:-

- (a) the officer holding the Diploma in Psychology of the University of Sydney or qualifications accepted by the Board as equivalent thereto;
- (b) a certificate by the Department Head that the ability of the officer concerned and the responsibilities exercised by him in the therapy field are such as to warrant such promotion;
- (c) approval of the Board.

<u>Group (d)</u>	Column A Effective 7.11.80 \$82.90wb \$ p.a.	Column B Effective 16.1.81 \$86.00wb \$ p.a.	Column C Effective 8.5.81 \$89.10wb \$ p.a.
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Chief Guidance Officer,
Department of
Industrial Relations

On appointment	25834	26790	27754
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Chief Psychologist,
Department of
Corrective Services

On appointment	27061	28062	29072
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Assistant Director,
Division of Vocational
Guidance Services,
Department of
Industrial Relations

On appointment	27284	28294	29313
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Deputy Director (Division of
Health Services Research),
Principal Clinical Psychologist,
Principal Psychologist, Health
Commission of NSW

Senior Research Consultant (Personal
to Dr J Kraus) (effective from
1.7.81) Department of Youth and
Community Services

Principal Psychologist, Psychological
Counselling Service - Department of
Youth and Community Services

Principal Psychologist (Bureau of
Personal Health Services) Health
Commission of NSW

On appointment	28774	29839	30913
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Deputy Director, Division of
Vocational Guidance Services,
Department of Industrial Relations

On appointment	30177	31294	32421
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provided that -

- (i) Officers temporarily employed under the provisions of the Public Service Act, 1979, in any of the positions covered by this Agreement shall, unless otherwise determined by the Board, be paid the weekly equivalent of rates specified; and
- (ii) An officer, who is re-employed after attaining 60 years of age on a salary within the scale for non-classified positions, shall not progress beyond the salary point at which the officer is employed without special approval of the Board.

(4) ADJUSTMENT OF SALARIES OF OFFICERS
AT PRESENT EMPLOYED

Except as specified hereunder the salaries of officers at present employed shall be adjusted to the appropriate step in the scale prescribed by this Agreement on the basis of years of service in position. For the purpose of this clause an officer shall be deemed to have the years of service indicated by the salary received under the scale in force immediately prior to the date of operation of this Agreement.

(5) INCREMENTS

- (i) The payment of increments under the scales of salaries prescribed by this Agreement shall be subject to approval by the Board;
- (ii) One month prior to the date on which an officer will become eligible for an increment of salary, the Department Head shall report to the Board as to the conduct and the manner in which the duties of the officer have been performed; and
- (iii) In cases where the recommendation of the Department Head is adverse to the granting of an increment and such recommendation has been approved by the Board, the officer affected shall have the right of appeal to the Board.

(6) CALCULATION OF SERVICE

In calculating years of service for the purpose of this Agreement, the following periods shall not be taken into account:

- (a) any period during which an officer is not eligible to proceed by reason of failure to satisfy any required examination test;
- (b) any period in respect of which an increment is refused under Clause (5) hereof;
- (c) any leave of absence without pay exceeding five days in any incremental year; and
- (d) any period necessary to give full effect to a reduction in salary imposed by the Board by virtue of Sections 94, 95 or 133 of the Public Service Act, 1979.

(7) WAGE BASIS

The salaries prescribed in Part A, of Clause (3), Salaries of this Agreement are based on a basic wage for adult males of Column A, \$82.90 per week; Column B \$86.00 per week; and Column C \$89.10 per week.

Such salaries shall be varied from time to time following any determination of the Industrial Commission of NSW made pursuant to section 57 of the Industrial Arbitration Act, 1940, in like manner as if this agreement were an Award prescribing annual rates of salaries, to which the provisions of that Act apply, provided that the salaries as so varied shall be adjusted to the nearest dollar.


(8) AREA, INCIDENCE AND DURATION

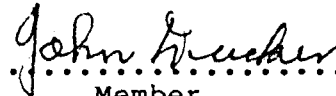
This Agreement rescinds and replaces all previous Agreements and Determinations applying to the aforementioned officers and shall apply to all officers as defined herein.

It shall have effect for a period of 12 months as from the beginning of the first pay period to commence on or after 7 November 1980 and shall continue in force thereafter until one month's notice of its termination is given by either party.

IN WITNESS WHEREOF this Agreement has been duly executed on the day and year first hereinbefore written.

Signed for and on behalf of)
THE PUBLIC SERVICE BOARD OF)
NEW SOUTH WALES by its)
Chairman and a Member)


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Chairman


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Member