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**PSYCHOLOGISTS, COMMUNITY OFFENDER SERVICES –  
DEPARTMENT OF CORRECTIVE SERVICES**

**SECTION 130 (1) DETERMINATION NO: 958 of 2008**

**PART 1 – PURPOSE**

**1.1 INTENT**

- 1.1.1 The Department of Corrective Services (DCS) is the lead agency responsible in the NSW State Plan for the reduction of re-offending by 10 per cent by 2016 to improve the effectiveness of the justice system in reducing crime and building safer communities.
- 1.1.2 The NSW Government in the State Plan has made a commitment that community monitoring of offenders who are at high risk of re-offending will be extended. Strategies to facilitate this extension of community monitoring include more random home visits and electronic monitoring 24 hours per day and seven days a week for very high risk individuals.
- 1.1.3 Additionally, a commitment has been given that structured support for those in custody and in the community who are at moderate to high risk will be provided. This structured support will include therapeutic programs to address anti-social attitudes, impulse control and poor reasoning, drug and alcohol abuse, education and poor vocational skills.
- 1.1.4 The Department's responsibility and accountability for reducing re-offending gives added impetus to the restructure of Community Offender Services (COS). As part of that restructure it is intended to employ a number of psychological staff to work from COS District Offices to deliver therapeutic programs to offenders in the community.
- 1.1.5 This Determination provides for conditions of service applicable to psychological staff working in a community setting.

**1.2 CONDITIONS FIXED BY OTHER INSTRUMENTS OF EMPLOYMENT**

Except as expressly provided by this Determination, the conditions of employment for psychological staff shall be determined by the provisions of the:

1. Public Sector Employment and Management Act 2002,
2. Public Sector Employment and Management (General) Regulation 1996,
3. Crown Employees (Public Service Conditions of Employment) Reviewed Award 2006
4. Crown Employees (Psychologists) Award
5. NSW Public Service Personnel Handbook.

## **PART 2 – CLASSIFICATIONS**

- 2.1 Positions established for the delivery of psychological services from a COS District Office shall be classified as Senior Psychologist/ Senior Specialist Psychologist as defined in the Crown Employees (Psychologists) Award.
- 2.2 Reclassification of Senior Psychologists to Senior Specialist Psychologists shall be in accordance with the provisions of Clauses 3 and 4 of the Crown Employees (Psychologists) Award.
- 2.3 Senior Psychologist/Senior Specialist Psychologists positions established in COS will be advertised and filled using an internal merit selection process in the first instance and an internal and/or external merit selection process after this time. All positions advertised will include the requirement to work shift and weekends.

## **PART 3 – SALARIES**

- 3.1 The following annual salary rates shall apply:

Senior Psychologist Year 1	\$ 87,974
Senior Psychologist Year 2	\$ 91,676
Senior Psychologist Year 3 and thereafter	\$ 95,376
Senior Specialist Psychologist Year 1	\$ 102,777
Senior Specialist Psychologist Year 2	\$ 105,732
Senior Specialist Psychologist Year 3 and thereafter	\$ 108,713

- 3.2 The above salaries shall be varied to reflect any variations to the Crown Employees (Public Sector Salaries – 2007) Award or to an award replacing it by way of general salary increase.
- 3.3 The annual salary rates outlined in Clause 3.1 above include all incidents of employment except as otherwise contained in this Award.

## **PART 4 – ALLOWANCES**

### **4.1 STAND BY**

- 4.1.1 Senior Psychologist/Senior Specialist Psychologists shall be available for stand by duties on two weeks (14 days) per 28 day roster period without additional remuneration.

- 4.1.2 Standby includes all time worked outside of the DCS Flexible Hours Agreement bandwidth when staff are required to be available for telephone contact and immediate response to a call and for minor follow up work that may result from a call.
- 4.1.3 Where a call results in an officer being required to perform work of more than 15 minutes duration, the officer shall be entitled to be paid overtime for the actual time spent responding to the call or a minimum of 3 hours overtime, whichever is the greatest.
- 4.1.4 Where an officer is required to be called out again after the initial call out, the officer shall be paid overtime for the actual time spent attending the second and any subsequent call outs.
- 4.1.5 Overtime rates payable for call outs shall be paid in accordance with Clause 90 or Clause 91 of the Crown Employees (Public Service Conditions of Employment) Reviewed Award 2006, whichever is applicable.

## 4.2 SHIFT ALLOWANCES

- 4.2.1 Senior Psychologists/Senior Specialist Psychologists shall be available for work when required on one weekend per 28 day roster period and 10 Public Holidays without additional remuneration.
- 4.2.3 A shift worker shall be paid for work performed during the ordinary hours of any such shift, Monday to Friday, ordinary hourly rates plus the following additional shift allowance depending on the commencing time of the shift:

Early morning shift	10%
Day shift	Nil
Afternoon shift	15%
Night Shift	17.5%

- 4.2.4 These shift allowances are at a higher rate than the shift allowances contained in Clause 88 (a) of the Crown Employees (Public Service Conditions of Employment) Reviewed Award 2006. The higher rates recognise that there may be additional time involved at the beginning or end of a shift for a shift handover for which there shall be no additional remuneration.

## 4.3 WEEKEND PENALTY RATES

- 4.3.1 A Senior Psychologist/Senior Specialist Psychologist who works more than one weekend per 28 day roster period shall be entitled to weekend penalty rates work as follows:

**Saturday:** When working on an ordinary rostered shift, between midnight on Friday and midnight on Sunday which is not a Public Holiday, shall be paid ordinary salary and an additional payment at the rate of half time

**Sunday:** When working on an ordinary rostered shift, between midnight on Saturday and midnight on Sunday which is not a Public Holiday, shall be paid ordinary salary and an additional payment at the rate of three quarter time.

**Public Holiday:** A shift worker working a rostered shift on a Public Holiday shall be paid ordinary salary and an additional payment at the rate of time and one half.

#### **4.4 COMMUNITY BASED INCIDENTAL ALLOWANCE**

- 4.4.1 A Senior Psychologist/Senior Specialist Psychologist shall be entitled to a community based incidental allowance of \$2,229 per annum.
- 4.4.2 The Community Based Incidental Allowance is paid in recognition that Senior Psychologists/Senior Specialist Psychologist are required to participate in a formal handover of offenders from custody to the community and/or from the community to custody, conduct home visits and participate in the community as part of a multi-disciplinary team.
- 4.4.3 The above allowance shall be varied to reflect any variations to the Crown Employees (Public Sector Salaries – 2007) Award or to an award replacing it by way of general salary increase.

#### **5. DEFINITIONS OF SHIFTS**

“Day Shift” shall mean any shift commencing on or after commencing on or after 6.00 am and/or finishing at or before 6.00pm.

“Afternoon shift” shall mean any shift finishing after 6.00pm and at or before 10.00pm

“Night shift” shall mean any shift finishing after midnight and at or before 8.00am.

#### **PART 6 LEAVE - GENERAL**

- 6.1 Annual leave shall be granted at the rate of four weeks per year, that is, 20 working days plus 8 rest days. All leave except for extended leave shall be granted and administered in accordance with Part 6 of the Public Service General Regulation 1996 and the Crown Employees (Public Service Conditions of Employment) Reviewed Award 2006
- 6.2 Additional payment for the number of ordinary shifts worked on Sundays and/or Public Holidays during a qualifying period of 12 months as provided for in Clause 88 (g) of the Crown Employees (Public Service Conditions of Employment) Reviewed Award 2006 is included as part of the annualised salary package.
- 6.3 At least 2 consecutive weeks of recreation leave shall be taken every 12 months, as specified by subclause 78 (b) (1) of the Crown Employees (Public Service Conditions of Employment) Reviewed Award 2006.

#### **PART 7 – QUALIFICATIONS**

- 7.1 Senior Psychologists who are successful in completing subjects in post-graduate degree at the Masters level or higher in a specialist area deemed relevant by the Department shall be entitled to reimbursement of course fees up to a maximum of \$2500 for each subject per year.
- 7.2 Specialist areas considered relevant include, but are not limited to, Clinical Psychology, Clinical Neuropsychology, Counselling Psychology and Forensic Psychology.

- 7.3 The post graduate degree must include components of professional training and supervised experienced and must be of at least 2 years full time duration or its equivalent to be acceptable for reimbursement.

## **PART 8 – AREA, INCIDENCE AND DURATION**

This determination shall apply to all Senior Psychologists/Senior Specialist Psychologists who are employed to work in Community Offender Services, Department of Corrective Services.

## **DATE OF EFFECT**

This Determination shall take effect on and from the date of signing.

Leanne Wallace 12/2/08

Leanne Wallace  
Deputy Director-General  
Public Sector Workforce Office<sup>1</sup>

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<sup>1</sup> Effective 3 November 2004 this position is authorised to act in the name of or on behalf of the Director of Public Employment with certain respects to the functions in s 130 (1) of the *Public Sector Employment and Management Act 2002*