

CROWN EMPLOYEES (SCHOOL PSYCHOLOGISTS – DEPARTMENT OF EDUCATION) SALARIES AWARD 2022

On 22 January 2024, the NSW Industrial Relations Commission varied the *Crown Employees (School Psychologists – Department of Education) Salaries Award 2022* (SP Salaries Award) in accordance with the consent application made by the Department and the Public Service Association (the Association).

The terms of the variation reflect the heads of agreement entered into by the department and the Association. The variation takes effect from 9 October 2023 and remains in force until 8 October 2024.

The Department has commenced action to implement a new salary structure and salary increases for school psychologists in line with equivalent to school counselling roles employed under the Teachers Award. The variation also provides salary increases for senior psychologists' education and leaders, psychology practice employed under the SP Salaries Award. The new rates of pay can be viewed on the [Pay and Allowances](#) page.

Existing school psychologists employees will transition to the new salary structure in accordance with the [Existing School Psychologists Transition to the New Salary Structure – Fact Sheet](#). The Department will implement the transition to the new salary structure for school psychologists, along with the salary increases in the award variation, in two stages.

Stage 1 – 15 February 2024

All classifications employed under the SP Salaries Award will receive a salary increase effective from the first full pay period on or after 9 October 2023 (13 October 2023), inclusive of back pay, in the pay period ending 15 February 2024. The back pay will be taxed as if it was earned on a fortnightly basis from 13 October 2023 to 15 February 2024 to prevent any additional tax liability.

The salary increase in stage 1 will be applied against an employee's existing current classification in SAP while the Department continues to configure the new structure in the system.

Stage 2 – 25 April 2024

On 25 April 2024, School Psychologists on the Band 2.0 salary with more than 12 months service as at the transition date (13 October 2023) who are due to transition to the new SP3 salary will receive the remainder of their salary increase, that is the difference between the SP2 and SP3 salary, including back pay to 13 October 2023. The back pay will be taxed as if it was earned on a fortnightly basis from 13 October 2023 to 25 April 2024 to prevent any additional tax liability.

During Stage 2 SAP self-services will also be updated to reflect the new pay scale classification names for school psychologists. When this update has occurred, both Employee Self Service and payslips will reflect the new salary classification in line with the SP Salaries Award (i.e. SP1 to SP5 or School Psychologist Advanced Certification).

Information regarding the implementation of the new salary structure at each stage is available at **TAB A**.

Incremental Progression

The Department acknowledges that during the transition period from 13 October 2023 to 25 April 2024, incremental progression has continued in accordance with the salary progression and maintenance clause of the SP Salaries Award. For example, some School Psychologists will have incrementally progressed or are due to progress from Band 2.1 to 2.2, or Band 2.2 to 2.3 etc during this period.

For example, on 13 October 2023 a school psychologist on Band 2.1 will transition to the SP3 salary and receive back pay to the SP3 salary. This employee is also due to increment to the Band 2.2 (SP4) salary on 16 November 2023.

On 15 February 2024 this employee will receive backpay from 13 October 2023 to 15 November 2023 at the SP3 salary. The employee will also receive backpay from 16 November to 15 February 2024 at the SP4 salary.

Any enquiries relating to incremental progression should be directed to EDConnect on 1300 32 32 32 or via an [online query](#).

Donna Wilcox
Executive Director, Employee Relations

STAGE 1 – Transition to new salary structure – 15 February 2024

Previous Classification	Previous salary \$	SP Salaries Award \$	Salary to be paid in Stage 1 of Transition on 15 February 2024 \$
Band 1	75,791	SP1 - 95,317	95,317
Band 2.0	91,413	SP2 - 99,220 less than 12 months service as at 13 October 2023	99,220
Band 2.0	91,413	SP2 - 99,220 more than 12 months service as at 13 October 2023	99,220*
Band 2.1	99,220	SP3 - 106,131	106,131
Band 2.2	103,132	SP4 - 114,115	114,115
Band 2.3	113,042	SP5 - 140,502	140,502
Band 3.0	120,322	SPAC - 151,742	151,742

*On 15 February 2024 school psychologists on Band 2.0 with more than 12 months service as at 13 October 2023 will be paid the SP2 salary \$99,220 and will receive back pay for this amount.

STAGE 2 – Transition to new salary structure – effected 25 April 2024

Previous Classification	New Classification to appear in ESS and on payslip
Band 1	SP1
Band 2.0 with less than 12 months service as at 13 October 2023	SP2
Band 2.0 with more than 12 months service as at 13 October 2023	SP3
Band 2.1	SP3
Band 2.2	SP4
Band 2.3	SP5
Band 3.0	School Psychologist Advanced Certification

Classification – as at 13 October 2024	Salary paid as at 15 February 2024 \$	Salary to be paid in Stage 2 of Transition on 25 April 2024 \$
SP2 more than 12 months service as at 13 October 2023	99,220	106,131