

From: [Shaun Ruming - Chief People Officer](#)
To: [Internal Communication](#)
Subject: School Psychologists Award variation
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To: School Psychologists, Senior Psychologists Education and Leaders,
Psychology Practice (GSE only)
CC: Principals; DELs; Public Schools Executive; Teaching, Learning and
Staff Wellbeing Executive

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School
Psychologists
Award
variation

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Dear colleagues

I am pleased to advise that on 22 January 2024 the NSW Industrial Relations Commission varied the *Crown Employees (School Psychologists – Department of Education) Salaries Award 2022* (the SP Salaries award) in accordance with the consent application made jointly by the department and the Public Service Association (PSA). All classifications employed under the SP Salaries award have benefited from this outcome.

The terms of the variation reflect the heads of agreement entered by the department and the PSA. The variation will take effect from the first pay period on or after 9 October 2023 (13 October 2023) and remains in force until 8 October 2024.

The new classification structure for school psychologists, along with the salary increases in the award variation, will be implemented in 2 stages.

The first stage will provide all classifications employed under the SP Salaries award with 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 were earned on a fortnightly basis from 13 October 2023 to 15 February 2024 to prevent any additional tax liability.

The second stage of the payroll implementation will occur on 25 April 2024. The department has issued [Industrial Relations Circular 24/01](#), which provides further information about the award variation and the payroll implementation stages.

Thank you for your continued contribution to public education and the support you provide our students.

Kind regards

Shaun Ruming
Chief People Officer

If you need support or assistance, the department's confidential Employee Assistance Program can be accessed at any time by calling **1800 060 650** to speak to a qualified and independent clinician. You can also access staff wellbeing support and resources on the department's [Being Well hub](#).

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We recognise the Ongoing Custodians of the lands and waterways where we work and live. We pay respect to Elders past and present as ongoing teachers of knowledge, songlines and stories. We strive to ensure every Aboriginal and/or Torres Strait Islander learner in NSW achieves their potential through education.

