

Existing School Psychologists Transition to the New Salary Structure – Fact Sheet

This factsheet describes how existing ongoing, temporary and casual school psychologists will transition to the new salary structure in accordance with a variation to the Crown Employees (School Psychologists – Department of Education) Salaries Award 2022.

1. Ongoing and Temporary School Psychologist Salaries

The new salary structure for ongoing and temporary school psychologists will be effective from the first full pay period on or after 9 October 2023. The first full pay period on or after 9 October 2023 commenced on 13 October 2023.

New Classification Structure	Salary
SP1	\$95,317
SP2	\$99,220
SP3	\$106,131
SP4	\$114,115
SP5	\$140,502
School Psychologist Advanced Certification	\$151,742

1.1 Transitional Provisions

These provisions retain incremental progression rules so days already worked at a certain step are counted towards any service requirements for progression. Progression will be in accordance with existing registration, maintenance and PDP requirements including goals consistent with the Professional Practice Framework.

For the purpose of salary progression, 12 months of service applies to both full time and part time employees.

A School Psychologist who is already employed with the Department will be paid as follows from 13 October 2023:

Current Classification	Transitions To (New Classification)
Band 1 < 12 months service	SP1
Band 1 > 12 months service (Provisional Registration)	SP1
Band 2 < 12 months service	SP2
Band 2 > 12 months service	SP3
Band 2.1	SP3
Band 2.2	SP4
Band 2.3	SP5
Band 3	School Psychologist, Advanced Certification

A School Psychologist on **Band 1 with less than 12 months service** and provisional registration will:

- Move to SP1 of the salary scale; and
- Progress to SP2 after the attainment of general registration with the Psychology Board and 12 months service.
- Where general registration is achieved ahead of 12 months service, progression will occur once 12 months service is achieved.
- Where 12 months service is achieved ahead of general registration, progression will occur once general registration is achieved.

A School Psychologist on **Band 1 with more than 12 months service** and provisional registration will:

- Move to SP1 of the salary scale; and
- Progress to SP2 after the attainment of general registration with the Psychology Board.

A School Psychologist on **Band 2 with less than 12 months service** will:

- Move to SP2 of the salary scale; and
- Progress to SP3 of the salary scale after 12 months service.

A School Psychologist on Band 2 with more than 12 months service will:

- Move to SP3 of the salary scale; and
- Progress to SP4 of the salary scale after 12 months service.

A School Psychologist on **Band 2.1** will:

- Move to SP3 of the salary scale; and

- Progress to SP4 of the salary scale after 12 months service.

A School Psychologist on **Band 2.2** will:

- Move to SP4 of the salary scale; and
- Progress to SP5 of the salary scale after 12 months service.

A School Psychologist on **Band 2.3** will:

- Move to SP5 of the salary scale.
- Progression to School Psychologist, Advanced Certification will only apply to School Psychologists after the attainment of Advanced Certification against the Professional Practice Framework and 12 months service.
- Where Advanced Certification against the Professional Practice Framework is achieved ahead of 12 months service, progression will occur once 12 months service is achieved.
- Where 12 months service is achieved ahead of Advanced Certification against the Professional Practice Framework, progression will occur once Advanced Certification against the Professional Practice Framework is achieved.

A School Psychologist on **Band 3** will:

- Move to the School Psychologist Advanced Certification rate.

2. Casual School Psychologists

The new salary structure for casual school psychologists will be effective from the first full pay period on or after 9 October 2023. The first full pay period on or after 9 October 2023 commenced on 13 October 2023.

New Classification Structure	Daily Rate
CSP1	\$65.02
CSP2	\$77.11

2.1 Transitional Provisions

These provisions retain incremental progression rules so days already worked at a certain step are counted towards any service requirements for progression. Progression will be in accordance with existing registration, maintenance and PDP requirements.

A School Psychologist who is already employed with the Department will be paid as follows from 9 October 2023:

Current Classification	Transitions To (New Classification)
Band 1	CSP1
Band 2	CSP2

A casual School Psychologist on Band 1 with less than 12 months of service will:

- Move to CSP1 of the salary scale; and
- Progress to CSP2 of the salary scale after 12 months service and the attainment of general registration with the Psychology Board.
- Where general registration is achieved ahead of 12 months service, progression will occur once 12 months service is achieved.
- Where 12 months service is achieved ahead of general registration, progression will occur once general registration is achieved.

A casual School Psychologist on **Band 2** will:

- Move to CSP2 of the salary scale.

3. Frequently Asked Questions

The new salary structure for ongoing, temporary and casual School Psychologists will be effective from the first full pay period on or after 9 October 2023. The first full pay period on or after 9 October 2023 commenced on 13 October 2023.

4. Contact Information

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