

PSYCHOLOGY CLAIMS

Draft – Without Prejudice

The HSU Psychology Committee endorses the below claims for member feedback prior to negotiations.

Pay Increases to properly value the work, qualifications, skills of Psychologists and address the attraction and retention crises:

1. Pay increases which recognise the increased registration, qualification, maintenance of registration and CPD requirements.
2. Pay which reflects the extended and advanced scope of practice for psychologists.
3. Pay which at a minimum makes salaries competitive with other states and private practice.

Greater career progression through a modern classification structure (not all examples listed):

1. Greater progression for registered Psychologists, including progression to Senior levels prior to reaching year 9.
2. Classifications for provisional psychologists and registrars.
3. Progression for endorsed psychologists which do not meet the current Senior Clinical Psychologist rate.
4. Expanded opportunities for Psychologists to manage and lead multi-disciplinary teams and take on strategic roles.

Modern regrade processes which enable fair and consistent progression based on merit and work.

1. Progression must be based on duties, skills, qualifications, and competencies, not funding.
2. The Committee believes that if an LHD requires someone to work at a higher level, they must be remunerated for this.

Allowances which remunerate Psychologists for the cost of maintaining registration and skills, such as professional development, Team Leader, and supervision allowances.

Safe staffing, workloads, and clinical care

1. Protection of clinical time through implementation of safe staffing clinical care ratios.
2. Workload management clauses.
3. Workforce planning clauses to ensure Psychologists have a say in the sustainability of the workforce.
4. Payment for all work beyond contracted hours where workloads are too high, including administrative work.

Supervision and professional clauses

1. Enshrined rights to supervision and clauses which remunerate and support supervisors.

Tools of trade and safe workspace

1. Treating rooms and safe spaces for clinical work.
2. All tools of trade provided to Psychologists.

Workplace rights

1. Union delegate rights.
2. Paid time for members to attend Award education meetings.
3. Consultation with the workforce over organisational and professional changes.

PSYCHOLOGY STATES SCORECARD

PAY

Pay Rate	NSW	Victoria	Queensland	NSW school Psychologist
Maximum pay for a provisional Psychologist	\$75,093	\$95,829.37	\$73,796	\$75,791
Starting salary for generally registered Psychologist	\$78,942	\$99,574*	80,851	\$91,413
Starting salary for Senior Psychologist	\$111,673	\$114,119*	\$119,651	\$130,094
Endorsed Psychologist (non-senior) top of band pay rate or equivalent	\$125,151	\$133,624*	\$134,174*	\$130,094
Senior Endorsed Psychologist top of band pay rate or equivalent	\$138,631	\$148,580*	\$141,234	\$151,893
Principal Psychologist maximum rate	\$157,885	\$180,837*	\$184,096	
Director of Psychology	N/A	\$202,213	\$184,096	

*includes higher qualification allowance

CONDITIONS

Condition	NSW	Victoria	Queensland
Cost of Living adjustment if pay falls below inflation	No		Yes
Retention allowance	No	\$1500-2000 per year	Up to 10% of salary
100% Salary packaging	No	Yes	Yes
Psychology treatment rooms	No	No	Yes
Professional Development Allowance	No	No	Up to \$3,395
Safe workload clauses	No	Yes	Yes
Consultation, workforce planning and organisational change clauses	No	Yes	Yes
Higher qualifications allowance	No	Yes, up to 10%	Yes, up to 10%
Supervision allowance	No	Yes	No
Psychologists' professional registration leave	No	Yes – 7 days	No
Psychologist supervision clauses	No	Yes	No

Unfortunately we could not include all of Queensland and Victoria's better conditions on one page.

Information correct as of 18/8/2023