STATE PUBLIC SECTOR

ENTERPRISE BARGAINING
2016/2017

LOG OF CLAIMS
Without Prejudice

PSYCHOLOGISTS ASSOCIATION (SA BRANCH)
1. **Classification Structure for Psychologists**

**Claim 1.1 AHP Classification Levels and Titles**

The State Government will adopt a career classification structure for psychologists working in the public sector. Within this structure there will be consistent use of titles for registered psychologists in all Agencies across the public sector.

Key features are:
- Entry points recognising levels of qualifications and experience
- Recognition of specific training, registration and skills of psychologists
- Opportunity for career pathway as psychologists
- Consistency in titles independent of those allocated to Allied Health professionals at the same classification

(See appendix A)

**Claim 1.2 AHP2 – AHP3 Transition**

The State Government will replace the wording in Schedule 1.2A of the current agreement along the following lines: a psychologist who (a) provides formal confirmation to an agency that he/she is formally accredited and endorsed by the Psychologists Board of Australia (PBA) as an “approved supervisor” and (b) “provides competency based supervision (principal or secondary) to public sector based staff or student supervisees undertaking any one of the 5 pathways as detailed by the PBA,” will be eligible to progress from AHP 2 to the first step of AHP3 from the first full pay period after

Change is needed because:
- Interpretation of the schedule has been a major issue for public sector agencies
- Clause 1.2A was designed to assist staff retention. It has failed to achieve this with disappointed, frustrated staff leaving the public sector to take up private practice.

Key features are:
- The starting salary for the majority of public sector psychologists is AHP2
- AHP2 psychologists are not immediately eligible due to work experience requirements as set down by the PBA, limiting the number eligible to a subset of more experienced staff.
- To be eligible to become Board-approved, practitioners must have held general registration as a psychologist for at least: three years before starting as a principal supervisor, and two years before starting as a secondary supervisor.
- To become an endorsed (specialist) psychologist one must first undergo a two year, weekly supervision program and further:- Supervisors providing supervision in the registrar program, must have held endorsement in the relevant approved area of practice for at least two years before beginning supervision.
- Current costs to achieve “approved supervisor” status are $1,075 and a minimum of a further $395 every 5 years thereafter to maintain this status.
• From July 1 2018, all supervisors of Masters / PhD psychology students (who make up the bulk of psychologists employed in the public sector) will have to be “approved supervisors” with at least 4 year’s work experience ie AHP2 level 4 or 5, or AHP3 & higher.
• The number of “approved supervisors” within the public sector is at a critical level both in terms of maintaining a viable, service to the public and in replacing full time / part time staff
• Workforce and sector management changes are further exacerbating this issue.
• Transition via this Schedule should be a smooth efficient process and without recourse to any peer review process.  
  *(see appendix B for further discussion)*

2. SALARY AND WAGES

2.1 WAGE INCREASE

CLAIM 2.1 GENERAL

| The State Government will provide a general wage increase to maintain parity with cost of living increases. |

A general wage increase each year of 2.5% is required in order that wages maintain their relative value with respect to inflation from the time of the finalisation of the current agreement. The wage increase must be the same as was recently offered to Nurses and Midwives in their recent 2016 EB agreement.

3. PROFESSIONAL COSTS

CLAIM 3.1 NATIONAL REGISTRATION

| The State Government will include a clause providing for reimbursement of the ongoing cost of National registration of employee psychologists as required for continuation of their employment. |

Key Points:-
• Registration renewal for psychologists is the third highest for those professions covered by AHPRA & employed within the public sector.
• Within the AHP stream the current fee for psychologists of $449 is by far the highest compared to Podiatrists ($376); Pharmacists ($328); Optometrists ($300); Occupational Therapists and Physiotherapists ($110).
• All NSW psychologists continue to receive a fee rebate of $78, hence are being subsidized by every other psychologist.
• The registration fee for nursing and midwifery is only $150 and there is no fee / registration requirement for Social Workers who make up the bulk of the AHP stream.
• The educational & training requirements are greater than all other professions within the AHP stream.
• There are examples of psychologists and other professionals being reimbursed the annual registration fee by SA Public Sector Agencies.
• Costs of paying this fee are not significant given the low number of Public Sector psychologists but doing so would provide significant benefits in terms of an intentional signal from the employer to value and retain public sector psychologists.

4. PROFESSIONAL ALLOWANCES

CLAIM 4.1 GRADUATE STUDENT SUPERVISION ALLOWANCE

Recognising the workforce renewal issues, the State Government will provide an allowance to general and endorsed Public Sector psychologists who assume responsibility for the training and supervision of post graduate psychology students (provisional psychologists).

Key Points:
• In line with the Teachers (DECD) Award daily allowance for pre-service teacher supervision the daily rate for such supervision / training will be $29.14 per day.
• The allowance will be paid on a pro rata basis for part day supervision.

Reasons for:
• With the change in the psychology workforce across the Public Sector, there is an urgent need to encourage agencies and individual psychologists to provide post graduate supervision to students to ensure sufficient numbers of trained replacements are available to fill vacancies as they arise.

CLAIM 4.2 HIGHER DEGREE ALLOWANCES

The State Government will provide an allowance to general and endorsed Public Sector psychologists who have completed additional, post graduate, psychology related, tertiary degrees.

Key points:
• General registered psychologists from a 4+2 or 5+1 background who complete a psychology related Masters or PhD will receive an allowance of 3.5%
• General registered psychologists from a Masters level background who complete an additional psychology related Masters or a psychology related PhD will receive an allowance of 5.5%
• Endorsed registered psychologists from a Masters level background who complete an additional psychology related Masters or a psychology related PhD will receive an allowance of 5.5%

Reasons for:

• 4+2 and 5+1 psychologists currently have limited promotional opportunities within the Public Sector. Encouragement to upgrade their qualifications would assist the retention of such staff, especially in rural and remote locations.
• Other psychologists wishing to be endorsed in other specialties are required to complete post graduate training in these areas.
• Encouraging psychologists to undertake additional post graduate study such as involved in a PhD will advance the available research and academic skill pool available within the Public Sector and encourage such staff to remain within the Sector.

CLAIM 4.3 FLUENCY IN A SECOND OR ADDITIONAL LANGUAGES

The State Government Agencies will elevate eligible Psychologists by a classification level in recognition of fluency in a second or additional languages that can be readily utilised in their practice of psychology within the department without interpreter assistance.

Key Points:-
• There are public sector psychologists with fluency in languages other than English whose skills in this area are not recognised or utilised as a resource within the Sector to the benefit of both their service and the public.
• Utilising these skills would reduce external costs in outsourcing to interpreter services.
• SA is the only State now without a transcultural mental health facility
• Utilising these NESB skills are in some agencies 'not approved' – something the public would see as unacceptable.

CLAIM 4.4 RURAL & REMOTE ALLOWANCE

The State Government departments or agencies will pay a pro-rated rural and remote allowance for psychologists required to work more than 100kms outside of the Adelaide metropolitan area to the equivalent of $5000 per annum for full time or $25 per day, or $7500 per annum to more remote regions.

Key Points:__
• The Report – “Health Workforce Australia [2014]: Australia’s Health Workforce Series – Psychologists in Focus” - found that rural SA has the lowest ratio of psychologists by population of any region in Australia.
• The need to provide equitable public sector psychology services to people in rural SA is indisputable yet meaningful incentives are nearly non-existent.
• By way of example, Country Health has 3.7fte psychologists who are based in rural locations. None are eligible for any of the allowances under the Commissioner’s Determination 3.2 as they are not located in the smaller centres that attract special allowances despite travelling regularly and extensively to many such sites.
• Similarly Families SA previously paid (2007-13) an attraction & retention allowance of 15% of an AHP2 salary to its 4 psychologists who met the criteria of attending 2 rural offices per month before withdrawing it when the cost could no longer be funded from a vacancy line and separate funding was ruled out.
• The cost to Government of this claim is modest and well covered by the value to the community served.

5 PROFESSIONAL DEVELOPMENT

Claim 5.1 Professional Development Allowance

The State Government will provide 5 days paid leave per year and fund professional development for public sector psychologists as required by the PBA to maintain national registration.

Key Points:-
• The PBA requires public sector psychologists to complete a minimum of 30 hours of professional development annually regardless of part or full time employment status.
• 5 days paid leave per year is needed to meet this requirement
• In line with the recent Nurses/Midwifery EB Agreement the government will provide $1,200 pa per psychologist to meet this professional development expectation.
• Such allowance to be paid into salary on a fortnightly basis including periods of paid leave.
• The PD Allowance is provided on the basis that it will be used to contribute to the obligations as required by AHPRA to demonstrate that they have completed the required hours of professional development.

6. WORKING CONDITIONS
CLAIM 4.1
The State Government will incorporate all current working conditions of employment in this Agreement and these will remain unchanged for the life of the Agreement.

Key Features are:
- Job Security: No forced redundancies during the life of the agreement.
- Increase in voluntary redundancy provisions within agreement to match equivalent of current TVSP

7. WORKFORCE RENEWAL

CLAIM 7.1
Agencies of the SA Public Sector will actively consult with the Psychologists Association: SA Branch (PASAB) to develop an agreed strategy that will address the current and future psychology workforce requirements and in particular to address the anticipated changes to the workforce over the next ten years and the demands placed on psychologists by organisational change and the PBA.

Key Points:-
- The purpose of the strategy is to develop, plan and implement measures related to specific actions particularly the change within much of the workforce from full to part time status.
- It is also aimed at improving attraction, retention, transition to retirement, and towards the learning and development of graduates, specialist clinicians and emergent leaders.
- It is agreed that these strategies and plans will be actively implemented during the life of this and subsequent agreements, with the parties agreeing to finalise the strategies within 12 months of the date of this Agreement.
- The consultations will specifically address issues including:
  7.1.1 incentives for psychologists thinking of retiring from the workforce that will create opportunities for new graduates and/or psychologists in the early stages of their careers;
  7.1.2 measures that will increases the capacity for effective mentoring and skills/knowledge transfer to new psychology staff;
  7.1.3 measures and programs that will encourage and facilitate acquisitions of specialist/advanced knowledge and skills in areas of psychology practice requiring advanced training;
  7.1.4 measures and programs that will improve support for clinical leadership and management capacity within the psychology workforce;
  7.1.5 The process for consultation will include the establishment of a joint working group (with equal numbers of agency and PASAB nominees); the sharing of
relevant information and data including but not limited to: (a) current psychology workforce data; (b) service models/changes to models; (c) existing workforce and workforce development plans;

7.1.6 the development of models for incentives for early retirement that will apply in circumstances where there is agreement to actively pursue generational change within the workforce; and

7.1.7 implementation strategies, including consideration of resource implications, for the consideration and approval of the parties and that address the financial constraints imposed though its budget programs.
## APPENDIX A

<table>
<thead>
<tr>
<th>Classification Level</th>
<th>Qualification</th>
<th>Titles</th>
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<tbody>
<tr>
<td>AHP1</td>
<td>Provisional registered 1) 4+2 (during 2 years) 2) PG 6/7 year awaiting thesis or enrolled in PG with PBA</td>
<td>Provisional Psychologist</td>
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<tr>
<td>AHP2</td>
<td>Registered Psychologist 1) 4+2 completed, 5+1 completed 2) PG 6/7 completed (2+years)</td>
<td>1) Registered Psychologist 2) Clinical (Forensic/ Clinical neuro/ Health / Education Developmental/ Counselling Psychology Registrar</td>
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<tr>
<td>AHP3</td>
<td>Supervisor Endorsement 1) 4+2+endorsed Supervisor 2) PG 6/7 + endorsed Supervision</td>
<td>1) Senior Psychologist 2) “Endorsed” Psychologist</td>
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<tr>
<td>AHP4</td>
<td>Section Senior Or Psychologist with WoG/ national expertise</td>
<td>Senior &quot;Endorsed&quot; Psychologist</td>
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<tr>
<td>AHP4 – Mg Allowance</td>
<td>Managing group of Psychologists</td>
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<tr>
<td>AHP5</td>
<td>Departmental Senior</td>
<td>Principal Psychologist</td>
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<td>AHP5 – Mg Allowance</td>
<td>Managing group of Psychologists</td>
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<tr>
<td>AHP6</td>
<td>State-wide discipline Senior</td>
<td>Director of Psychological Services</td>
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<tr>
<td>AHP6 – Mg Allowance</td>
<td>Managing group of Psychologists</td>
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Please Note our titles reflect the demands & edicts of the National Psychology Board/ AHPRA
Note PG = Post Graduate specialist degree (Clinical, Forensic, Neuroclinical, Health, Organisational)
Note “Endorsed” means Clinical, Forensic, Clinical-neuro, Health)
Appendix B  AHP2 Transition to AHP3

It should be noted by employing agencies that  PBA approval is only granted to psychologists who have been employed for a minimum of 2 years; have completed a 7 hour online knowledge assessment; have undertaken 12 hours of direct supervisor training; have completed a competency based assessment and evaluation process; paid the training fee and who maintain the required professional development goals and engage in regular supervision. As such these requirements limit the number of AHP2’s who will be eligible.

Additionally, prior to becoming an endorsed psychologist – PBA wording for specialist - (i.e. in areas such as clinical, community, clinical neuropsychology, counselling, educational and developmental, forensic, health, organisational and/or sport and exercise psychology) every psychologist must complete:

- 2 years of weekly post graduate supervised practice (80 hours minimum)
- 10 hours of peer to peer training annually, more in groups
- over 1200 hours of face to face practice within a supervised placement

As demonstrated above, the level of training and supervised practice for a psychologist to reach the level of ‘board-approved supervisor’ is extensive. Given the lack of career structure to support psychologists within the public sector, board-approved supervisors are becoming an increasingly scarce human resource. This arises as there are more financially attractive options for these experienced psychologists in private practise outside of the SA Public Sector.

The SA Public Sector has a longstanding partnership with the tertiary institutions and the profession to provide adequate supervised places for new psychologists and specialist clinical, forensic & clinical neuropsychologists and a commitment to being an employer of choice. Presently the SA Public Sector does not meet any of these aims. Clearly some placements and experiences are entirely absent outside the public system.

It is important to recognise those individuals who have made significant efforts to obtain registration to act as a supervisor for psychologists. In 2014 there were 1295 psychologists* in this state including those in private practice, of which 109 (8%) have obtained registration for supervision, many being counted more than once. Of these only 28 individual, public sector, psychologists are endorsed as supervisors and many of these are already at AHP3 or above. They are a valuable resource and may lose endorsement capacity and face de-skilling if they are not given the opportunity or incentive to supervise other psychologists. 71% of the workforce then were female and their average working hours equates to 4 days per week, compared to 5 days for most males. The part time nature of employment is a major issue to be addressed in both providing services, supervision, retaining staff and staff replacement.

Agencies have adopted individual interpretations and added unnecessary administrative implementation processes with regard to both the 2012 & 2014 EB agreements. As a result, the progression of experienced and accredited psychologists has been hindered if not blocked entirely. It is critical to provide placements for student and provisional psychologists, and registrars, in addition to peer supervision, for ongoing viability of the profession. Concerned at the loss of this expertise from the Public Sector, PASAB members put supportive arguments to have the Schedule amended during the last round of EB negotiations. Any change was blocked and the situation has sadly continued in no small part due to the lack of managerial capacity in Agencies to effectively embrace the intent of the clause inserted in Schedule 1.2A of the current Agreement.
In this regard, to PASAB’s knowledge after surveying members, less than half the applications received since October 2012 were successfully reclassified to AHP3 using the current clause in Schedule 1.2A. A handful were offered a temporary higher duties allowance to discourage them from taking the matter to a higher level and to prevent them transitioning.

- The 2016 figure is 1,678