



Our Ref: LR0285/2006
Enquiries: DOCEP LR Advisers

CIRCULAR TO DEPARTMENTS AND AUTHORITIES NO.3 OF 2008

SPECIFIED CALLING SALARY INCREASE - IMPLEMENTATION GUIDELINES

The Government and the Civil Service Association (CSA) developed a memorandum of understanding (MOU) that describes the terms of the settlement of pay and operative date aspects of CSA applications P6 and P7 of 2006 and outlines issues yet to be resolved. The MOU was issued as an attachment to an order of the Western Australian Industrial Relations Commission on 13 March 2008. A copy of the order is attached as Attachment A of the Guidelines.

The Guidelines attached to this Circular detail arrangements for the implementation of the specified calling rates of pay agreed under the MOU. The increased rates of pay apply only to existing specified callings as defined in the Guidelines.

To ensure the fair and consistent application of the specified calling settlement across the sector payment of the salary increases is:

- o to be strictly in accordance with the Guidelines;
- o limited to those positions determined by DOCEP, following consultation with agencies, to fall within the scope of the specified calling provisions of Public Service Award 1992 or Government Officers Salaries, Allowances and Conditions Award 1989. DOCEP will advise each agency, in writing, which positions are specified callings and therefore eligible for payment under the MOU.

If there is any doubt about the eligibility of a position or an individual employee for payment under specified calling provisions payment should not be made. Positions for which the specified calling status is unclear will be subject to further discussions between DOCEP and affected agencies. DOCEP will continue to manage all discussions with the CSA in relation to positions for which the specified calling status is disputed and other MOU related matters.

A response to the unresolved issues identified in paragraph 10 of MOU will be developed by DOCEP and the Department of the Premier and Cabinet (DPC) in consultation with agencies that employ specified calling staff.

Resolution of these issues has significant implications for the whole of the WA public sector and agencies are encouraged to contribute to the development of a position that will meet the needs of the sector. Separate advice in relation to the formation of working groups to address the issues arising from the implementation of the specified calling settlement will be issued in the near future.

If you require further information regarding this Circular please contact your DOCEP Labour Relations Adviser.

A handwritten signature in black ink that reads "Bob Horstman". The signature is written in a cursive style with a horizontal line underneath the name.

**BOB HORSTMAN
A/EXECUTIVE DIRECTOR
LABOUR RELATIONS**

2 May 2008

IMPLEMENTATION GUIDELINES SPECIFIED CALLING SALARY INCREASE

INTRODUCTION

1. The salary increases under these guidelines flow from the settlement of claims made in applications to the Public Service Arbitrator P6 and P7 of 2006 by the Civil Service Association (CSA) and relate only to positions covered by the specified calling provisions of the Public Service Award 1992 (PSA) and Government Officers Salaries, Allowances and Conditions Award 1989 (GOSAC).
2. Both the PSA and GOSAC provide that specified calling salary rates only apply to :

Officers, who possess a relevant tertiary level qualification, or equivalent determined by the Executive Director, Labour Relations, Department of Consumer and Employment Protection, and who are employed in the callings of Agricultural Scientist, Architect, Architectural Graduate, Community Corrections Officer, Dental Officer, Dietician, Education Officer, Engineer, Forestry Officer, Geologist, Laboratory Technologist, Land Surveyor, Legal Officer, Librarian, Medical Officer, Medical Scientist, Pharmacist, Planning Officer, Podiatrist, Psychiatrist, Clinical Psychologist, Psychologist, Quantity Surveyor, Medical Imaging Technologist, Nuclear Medicine Technologist, Radiation Therapist, Scientific Officer, Social Worker, Superintendent of Education, Therapist (Occupational, Physio or Speech), Veterinary Scientist, or any other professional calling determined by the Executive Director, Labour Relations, Department of Consumer and Employment Protection¹.

3. A comprehensive list of specified callings and the relevant acceptable qualifications determined pursuant to PSA and GOSAC was published in the 12 March 1993 edition of the Public Service Staff Manual (1993 PSSM). A copy of the 1993 PSSM, which remains the current basis for determination of specified calling status, is available via the internet at <http://www.docep.wa.gov.au/LabourRelations/>

TERMS OF THE SETTLEMENT

4. Settlement of the CSA claim in relation to increased salary rates for specified calling staff and operative dates for those increases is subject to a memorandum of understanding (MOU). Parties to the MOU (the parties) are the CSA and the Department of Consumer and Employment Protection (DOCEP) and the Department of the Premier and Cabinet (DPC) on behalf of public sector employers.
5. The MOU provides for a structural adjustment increase to specified calling General Agreement rates by 13% at Level 2/4; 10% at Levels 5 and 6; and 8% at Levels 7, 8 and 9 and Class 1, 2, 3 and 4.

¹ In previous versions of the Awards the authority to determine specified callings resided with the Chairman of the Public Service Board and the Public Service Commissioner.

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6. The MOU provides for further discussions between the parties in relation to aspects of the claim that have not yet been resolved. The unresolved issues are summarised in paragraph 32 and detailed in the MOU.
 7. The MOU was issued as a schedule to an order of the Western Australian Industrial Relations Commission on 13 March 2008. A copy of the order, including the full text of the MOU, is attached as **Attachment A**.

OPERATIVE DATES

8. The increased salary rates are payable from 16 August 2006 for Specialist Title Psychologists and from 1 July 2007 for other existing specified calling positions subject to written authorisation from DOCEP to each employing authority in accordance with paragraphs 17 to 19.
9. Under the terms of the MOU the salary increases are only payable to staff who were employed in a specified calling position on 13 March 2008, which is the date the order including the MOU was issued by the Western Australian Industrial Relations Commission.
10. Payments to employees who are entitled to back pay are the responsibility of the employing authority at the date the order of the Western Australian Industrial Relations Commission was issued. Consultation between agencies will be required in situations where employees have moved between WA public sector employers.
11. Employees who ceased employment prior to 13 March 2008 are not entitled to back pay. Employees who were employed in a DOCEP endorsed specified calling position between the operative date and 13 March 2008 and who subsequently cease employment are entitled to back pay for the relevant period.
12. Back pay will apply from a date later than the operative dates identified in the MOU in a number of situations:
 - a) where the position was created at a later date;
 - b) where the occupant was appointed at a later date;
 - c) where the job did not meet the criteria for classification as a specified calling position until a later date.

APPLICATION OF THE NEW RATES

Existing Specified Callings - General Criteria

13. The salary increases detailed in the MOU apply only to existing specified calling positions. Existing specified calling positions are those where the position and occupant meet all of the following criteria:
 - a) a position in a professional occupation that is listed in the specified calling clause of PSA, GOSAC or the specified callings list in the 12 March 1993 Public Service Staff Manual;

Note: This requirement relates to the professional calling of the position not the title of the position. For example, a Development Officer at the Department for Agriculture and Food may be a specified calling Agricultural Scientist or Scientific Officer.

AND

- b) a position that requires a relevant tertiary qualification as detailed in the 1993 PSSM as an essential appointment criterion;

Note: Positions that require a tertiary qualification as a desirable criterion, require experience as an alternative to the tertiary qualification or require a tertiary qualification that does not apply to an existing specified calling as an alternative to the prescribed tertiary qualification are not existing specified calling positions.

AND

- c) a position for which the occupant has the relevant essential qualification as defined above;

AND

- d) a position that is not included in the Senior Executive Service as defined in s43 of the *Public Sector Management Act 1994*.
14. The primary basis for determination of the specified calling status of positions will be the content of the job description form for the position as at 1 July 2007 (16 August 2006 for Specialist Title Psychologists). Secondary evidence of the specified calling status of positions or occupational groups may be sourced from broad banding determination documentation and position history or advertised vacancy files held by agencies.

Specialist Title Psychologists

15. "Specialist Title Psychologist" means a Psychologist who:
- a) has a Masters Degree in a specialist branch of psychology;
 - b) is registered by the Psychologists Board of Western Australia pursuant to s 29 of the *Psychologists Act 2005* and Regulations 7, 8 and 9 of the *Psychologists Regulations 2005*; and
 - c) occupies a position requiring such qualifications and registration as essential for appointment.
 - d) Current specialties prescribed by the Psychologists Board are; clinical psychology, clinical neuropsychology, counselling psychology, educational and developmental psychology, forensic psychology, organisational psychology, and sport psychology.
16. Classification criteria for specialist title psychologists are the criteria published under the Clinical Psychologist heading in the 1993 PSSM.

Determination of Specified Calling Status

17. Determination of the specific positions to which the new salary rates apply will be the subject of written advice from DOCEP to each Department or Statutory Authority.
18. DOCEP will advise agencies which positions are agreed to be within scope for the salary increase and any positions that are not considered to be in scope. Agencies should initiate salary increases and appropriate back payments only for positions that are determined, by DOCEP, to be in scope.
19. The status of positions that are not included in the initial list may be subject to further discussion between DOCEP and agencies. DOCEP will manage advice to the CSA in accordance with Clause 10 - Dispute Resolution of the MOU.

TRANSFERS, PROMOTIONS AND HIGHER DUTIES

20. The salary increases payable under the MOU apply to an employee's substantive position. Eligibility for payment at the specified calling salary rates agreed under the MOU depends on the status of the position to which the employee is substantively appointed.
21. Employees that have substantively moved between positions by transfer or promotion since the operative date for the specified calling salary increases are entitled to payment at the specified calling rates only in relation to positions determined by DOCEP to be specified calling positions.
22. Employees in specified calling positions who have acted in non-specified calling positions since the operative date for the specified calling salary increases are entitled to payment of a higher duties allowance equal to the difference between the rate of pay for the employee's substantive position and the rate of pay for the position in which they acted. In circumstances where the rate of pay in their substantive position is higher than the rate for the higher duties position the rate of the substantive position will apply.

Example 1

Librarian Level 2/4 inc. 6 acting in a Level 5 non-specified calling position

Current General Agreement salary	\$57,609
Higher Duties Allowance Paid (full year equivalent)	\$3,029
Total remuneration (full year equivalent)	\$60,638
New classification description ² - Specified Calling Level 2.4	
New salary rate from 1 July 2007 (full year equivalent)	\$65,098
Back Payment Adjustment (full year equivalent)	\$4,460*

² See table in paragraph 26

In this case the employee's substantive rate of pay after the specified calling increase under the MOU is higher than the salary for the job in which the employee acted. A back pay adjustment equal to the difference between the employee's new substantive rate and the higher duties allowance paid is required.

Example 2

Geologist Level 2/4 inc. 2 acting in a Level 5 non-specified calling position

Current General Agreement salary	\$44,231
Higher Duties Allowance Paid (full year equivalent)	\$16,407
Total remuneration (full year equivalent)	\$60,638
New classification description ³ - Specified Calling Level 2.4	
New salary rate from 1 July 2007 (full year equivalent)	\$49,981
Back Payment (full year equivalent)	\$0*

In this case the employee's substantive rate of pay after the specified calling increase under the MOU is lower than the job in which the employee acted so the higher duties allowance already paid to the employee is higher than the back pay the employee would have received in her/his substantive position. No back pay adjustment is required.

EFFECT ON EXISTING ATTRACTION AND RETENTION BENEFITS

23. The salary increases payable under the MOU are not intended to be paid in addition to attraction and retention benefits (ARBs) approved under Approved Procedure 7 of the *Public Sector Management Act 1994*.
24. Positions that receive the benefit of salary increases under the MOU for specified callings will have their attraction and retention benefit reduced by the amount of the specified calling salary increase.

Example 1

Specified calling Engineer position classified Level 5 inc. 4 with 5% ARB

Current General Agreement salary	\$67,017
ARB @ 5%	\$3,351
Total remuneration	\$70,368

* Back pay calculated on a pro rata basis depending on date of payment

³ See table in paragraph 26

* Back pay calculated on a pro rata basis depending on date of payment

New classification description⁴ - Specified Calling Level 2 inc. 4

New salary rate from 1 July 2007 \$73,719

The ARB is totally absorbed

Example 2

Specified calling Social Worker position classified Level 2/4 inc 4 with 13.5% ARB

Current General Agreement salary	\$49,754
ARB @ 13.5%	\$6,717
Total remuneration	\$56,471

New classification description⁵ - Specified Calling Level 1.4

New salary rate from 1 July 2007 \$56,222

Residual ARB \$249

25. ARBs will be reviewed in accordance with the terms of their approval to determine the need for the continuation of ARB payments.

TRANSLATION TO THE NEW SALARY SCALE

26. Translation to the new salary scale is to be in accordance with the following table

Existing Level Schedule B of PSA and GOSAC	New Level Attachment A of MOU
Level 2/4.1	Level 1.1
Level 2/4.2	Level 1.2
Level 2/4.3	Level 1.3
Level 2/4.4	Level 1.4
Level 2/4.5	Level 1.5
Level 2/4.6	Level 1.6
Level 5.1	Level 2.1
Level 5.2	Level 2.2
Level 5.3	Level 2.3
Level 5.4	Level 2.4

⁴ See table in paragraph 26

⁵ See table in paragraph 26

Existing Level Schedule B of PSA and GOSAC	New Level Attachment A of MOU
Level 6.1	Level 3.1
Level 6.2	Level 3.2
Level 6.3	Level 3.3
Level 6.4	Level 3.4
Level 7.1	Level 4.1
Level 7.2	Level 4.2
Level 7.3	Level 4.3
Level 8.1	Level 5.1
Level 8.2	Level 5.2
Level 8.3	Level 5.3
Level 9.1	Level 6.1
Level 9.2	Level 6.2
Level 9.3	Level 6.3
Class 1	Level 7
Class 2	Level 8
Class 3	Level 9
Class 4	Level 10

Other Issues

Reclassifications

27. It is possible that some specified calling positions have been reclassified between the operative date of the specified calling salary increases under the MOU and the implementation of the increases. In view of the fact that the specified calling salary increases included a significant work value component agencies should review any specified calling reclassifications which might have resulted in incorrect classification.

Review of Job Descriptions

28. Consultation with agencies has identified some discrepancies in job descriptions that will need to be addressed without delay. Job descriptions for specified calling positions should comply with the qualification requirements detailed in the Qualifications Manual and should be described consistently. That is, identical specified calling jobs should not have different qualifications requirements in their job descriptions. Qualifications requirements for specified calling positions cannot be varied by individual agencies.

Creation of New Specified Calling Positions

29. New specified calling positions may be created without referral to DOCEP where the proposed position is in an existing specified calling that has been

approved by DOCEP and the position role and qualification requirements are identical to a DOCEP approved specified calling position. Payment of specified calling rates applies from the date the position is created. In no circumstances is payment of the new specified calling rates to new positions to be backdated.

30. No positions in new (not currently existing) specified callings may be created without the approval of the Executive Director, Labour Relations, DOCEP.

POST IMPLEMENTATION ISSUES

MOU Unresolved Issues

31. The MOU settles the pay and operative date aspects of the CSA claim in relation to positions covered by the specified calling provisions of PSA or GOSAC. Unresolved issues will be subject to further discussions between the parties and referral to the WAIRC if necessary.
32. Unresolved issues identified in the MOU include:
- a) an agreed definition of "specified calling";
 - b) a procedure for the establishment of new specified callings;
 - c) any changes to existing specified callings required to meet the future needs of the public sector and the determination of an operative date for the payment of new salary rates for occupations that are established as a specified calling;
 - d) a process for identifying and dealing with the classification of positions that are incorrectly classified relative to other positions in the particular specified calling. The classification of specialist title psychologists will be subject to a review of WA public sector classification relativities, by a working group including representatives of the agencies that employ specialist title psychologists.
 - e) a process for determining the classification of specified callings occupations, that is clearly articulated and transparent;
 - f) options for standardising classification systems and structures across the public sector; and
 - g) criteria progression arrangements for specified calling occupations.
33. It is anticipated that a schedule for progressing these issues will be finalised in the near future. Input from agencies that employ specified calling staff will be essential to ensure that appropriate outcomes are achieved.
34. Working groups including representatives of public sector employers will be convened to address the unresolved issues identified in the memorandum and other issues that emerge.
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PUBLIC SERVICE AWARD 1992

WESTERN AUSTRALIAN INDUSTRIAL RELATIONS COMMISSION

PARTIES	THE CIVIL SERVICE ASSOCIATION OF WESTERN AUSTRALIA INCORPORATED	APPLICANT
	-v-	
	DEPARTMENT OF CONSUMER AND EMPLOYMENT PROTECTION, AND OTHERS	RESPONDENTS
CORAM	COMMISSIONER P E SCOTT PUBLIC SERVICE ARBITRATOR	
DATE	THURSDAY, 13 MARCH 2008	
FILE NO/S	P 6 OF 2006, P 7 OF 2006	
CITATION NO.	2008 WAIRC 00160	

Result Order issued by consent

Representation

Applicant Ms S Thomas

Respondent Mr A Dores

Order

WHEREAS these are applications to amend the Public Service Award 1992 and the Government Officers Salaries Allowances and Conditions Award 1989 pursuant to the Industrial Relations Act 1979; and

WHEREAS on the 7th day of February 2008 the Public Service Arbitrator convened a further conference for the purpose of conciliating between the parties; and

WHEREAS the parties have reached agreement in part settlement of the dispute and have agreed to undertake further discussions; and

WHEREAS the parties have requested that a Memorandum of Agreement be issued to reflect the agreement reached in principle and the process they intend to apply to the final resolution of the dispute;

NOW THEREFORE, the Public Service Arbitrator, pursuant to the powers conferred under the Industrial Relations Act 1979, hereby orders:

THAT the terms of the attached Memorandum of Understanding set out the agreement between the parties.

L.S. (Ogd.) P.E. SCOTT

COMMISSIONER P E SCOTT
PUBLIC SERVICE ARBITRATOR

SCHEDULE

**Memorandum of Understanding
CSA Specified Calling Claim
P6/2006 & P7/2006**

Parties

1. The Parties to this Memorandum of Understanding (MOU) are the Civil Service Association of Western Australia (CSA), the Labour Relations Division of the Department of Consumer and Employment Protection (DOCEP) and the Department of the Premier and Cabinet (DPC)

Objectives of this MOU

2. This MOU describes the terms for settlement of the CSA claims detailed in paragraphs 1 (a) and (b) of Applications P6 and P7 of 2006 in the Western Australian Industrial Relations Commission in relation to specified callings occupations. Paragraph 10 of this MOU provides a framework for the resolution matters listed in paragraphs 1 (c) to (f), inclusive, on which agreement has not yet been reached.

Agreed Matters

3. The Parties have agreed that the salary rates applicable to specified calling occupations, which are currently listed subclause (1) of Clause 12 - Salaries Specified Callings of the Public Service Award 1992 (PSA) and the Government Officers Salaries, Allowances and Conditions Award 1989 (GOSAC) will be increased by a structural adjustment as follows:

- 13% at Level 2/4;
- 10% at Levels 5 and 6;
- 8% at Levels 7, 8 and 9 and Class 1, 2, 3 and 4;

and amendment of the level descriptions in Column 1 of the specified calling salary schedule as detailed in Attachment 1 of this MOU or alternative level descriptions agreed by the parties.

4. Translation to the new salary rates will occur as indicated in Attachment 1 with staff retaining their existing salary increment date.
5. This MOU is in full and final settlement of all work value changes that occurred prior to the date of this MOU and all other claims in relation to specified calling rates of pay unless agreed between the parties.
6. The Parties agree that the operative date for the agreed salary increase will be 1 July 2007 for all existing specified calling occupations, except specialist title psychologists.
7. The Parties agree that the operative date for the agreed salary increase for specialist title psychologists will be 16 August 2006.

8. The Parties agree that the agreed salary increase will apply to employees employed under subclause (1) of Clause 12 of the PSA and GOSAC on the date an order of the WAIRC incorporating this MOU is issued.
9. The Parties agree that salary increases obtained through future general agreement negotiations, excluding any structural adjustments obtained through GA4, will not be discounted in any way.

Issues For Resolution

10. The Parties agree that the following issues need to be resolved in order to finalise Applications P6 and P7 of 2006. The Parties agree to participate and contribute to a review of issues including, but not limited to:
 - a) an agreed definition of "specified calling";
 - b) a procedure for the establishment of new specified callings;
 - c) any changes to existing specified callings required to meet the future needs of the public sector and the determination of an operative date for the payment of new salary rates for occupations that are established as a specified calling;
 - d) a process for identifying and dealing with the classification of positions that are incorrectly classified relative to other positions in the particular specified calling. The classification of specialist title psychologists will be subject to a review of WA public sector classification relativities, by a working group including representatives of the agencies that employ specialist title psychologists.
 - e) a process for determining the classification of specified callings occupations, that is clearly articulated and transparent;
 - f) options for standardising classification systems and structures across the public sector; and
 - g) criteria progression arrangements for specified calling occupations.

Dispute Resolution Clause

11. Where agreement cannot be reached on matters contained within this MOU, either party may refer the matter to the WA Industrial Relations Commission.

Time Frames

12. The Parties will agree on an appropriate process to implement the agreed matters and a process, including timeframes and resources, for addressing the issues for resolution the by 25 February 2008.

Signatures

original signed

Toni Walkington
Branch Secretary
Civil Service Association

original signed

Susan Barrera
Executive Director
Labour Relations Division
Department of Consumer and Employment Protection

original signed

Michelle Reynolds
Assistant Director General
Public Sector Management Division
Department of the Premier and Cabinet

ATTACHMENT 1

SPECIALIST TITLE PSYCHOLOGISTS							
Existing Level Descriptor	New Level Descriptor	PSGA rates from first pay period commencing on or after 26 February 2006	New Rates After Structural Adjustment From 16 August 2006		PSGA rates from first pay period commencing on or after 26 February 2007	New Rates After Structural Adjustment first pay period commencing on or after 26 February 2007	
	COLUMN 1						
		Annual	Annual	F/N	Annual	Annual	F/N
		\$	\$	\$	\$	\$	\$
Level 2/4.1	LEVEL 1.1	\$40,401	\$45,653	\$1,750.27	\$42,017	\$47,479	\$1,820.28
Level 2/4.2	1.2	\$42,530	\$48,059	\$1,842.52	\$44,231	\$49,981	\$1,916.20
Level 2/4.3	1.3	\$44,890	\$50,726	\$1,944.77	\$46,686	\$52,755	\$2,022.56
Level 2/4.4	1.4	\$47,840	\$54,059	\$2,072.55	\$49,754	\$56,222	\$2,155.48
Level 2/4.5	1.5	\$52,413	\$59,227	\$2,270.68	\$54,510	\$61,596	\$2,361.51
Level 2/4.6	1.6	\$55,393	\$62,594	\$2,399.77	\$57,609	\$65,098	\$2,495.77
Level 5.1	LEVEL 2.1	\$58,306	\$64,137	\$2,458.93	\$60,638	\$66,702	\$2,557.27
Level 5.2	2.2	\$60,272	\$66,299	\$2,541.81	\$62,683	\$68,951	\$2,643.49
Level 5.3	2.3	\$62,316	\$68,548	\$2,628.04	\$64,809	\$71,290	\$2,733.16
Level 5.4	2.4	\$64,439	\$70,883	\$2,717.56	\$67,017	\$73,719	\$2,826.29
Level 6.1	LEVEL 3.1	\$67,850	\$74,635	\$2,861.41	\$70,564	\$77,620	\$2,975.85
Level 6.2	3.2	\$70,170	\$77,187	\$2,959.25	\$72,977	\$80,275	\$3,077.64
Level 6.3	3.3	\$72,570	\$79,827	\$3,060.46	\$75,473	\$83,020	\$3,182.88
Level 6.4	3.4	\$75,133	\$82,646	\$3,168.54	\$78,138	\$85,952	\$3,295.28
Level 7.1	LEVEL 4.1	\$79,064	\$85,389	\$3,273.70	\$82,227	\$88,805	\$3,404.66
Level 7.2	4.2	\$81,782	\$88,325	\$3,386.26	\$85,053	\$91,857	\$3,521.67
Level 7.3	4.3	\$84,741	\$91,520	\$3,508.75	\$88,131	\$95,181	\$3,649.11
Level 8.1	LEVEL 5.1	\$89,549	\$96,713	\$3,707.85	\$93,131	\$100,581	\$3,856.14
Level 8.2	5.2	\$92,994	\$100,434	\$3,850.50	\$96,714	\$104,451	\$4,004.51
Level 8.3	5.3	\$97,264	\$105,045	\$4,027.28	\$101,155	\$109,247	\$4,188.38
Level 9.1	LEVEL 6.1	\$102,598	\$110,806	\$4,248.15	\$106,702	\$115,238	\$4,418.07
Level 9.2	6.2	\$106,201	\$114,697	\$4,397.33	\$110,449	\$119,285	\$4,573.23
Level 9.3	6.3	\$110,311	\$119,136	\$4,567.51	\$114,723	\$123,901	\$4,750.20
Class 1	LEVEL 7	\$116,527	\$125,849	\$4,824.88	\$121,188	\$130,883	\$5,017.88
Class 2	LEVEL 8	\$122,744	\$132,564	\$5,082.33	\$127,654	\$137,866	\$5,285.60
Class 3	LEVEL 9	\$128,955	\$139,271	\$5,339.46	\$134,113	\$144,842	\$5,553.05
Class 4	LEVEL 10	\$135,171	\$145,985	\$5,596.87	\$140,578	\$151,824	\$5,820.73

SPECIFIED CALLINGS OTHER THAN
SPECIALIST TITLE PSYCHOLOGISTSATTACHMENT
1

Existing Level Descriptor	New Level Descriptor	PSGA rates from first pay period commencing on or after 26 February 2007	New Rates After Structural Adjustment From 1 July 2007	
			Annual	F/N
	COLUMN 1			
		Annual	Annual	F/N
		\$	\$	\$
Level 2/4.1	LEVEL 1.1	\$42,017	\$47,479	\$1,820.28
Level 2/4.2	1.2	\$44,231	\$49,981	\$1,916.20
Level 2/4.3	1.3	\$46,686	\$52,755	\$2,022.56
Level 2/4.4	1.4	\$49,754	\$56,222	\$2,155.48
Level 2/4.5	1.5	\$54,510	\$61,596	\$2,361.51
Level 2/4.6	1.6	\$57,609	\$65,098	\$2,495.77
Level 5.1	LEVEL 2.1	\$60,638	\$66,702	\$2,557.27
Level 5.2	2.2	\$62,683	\$68,951	\$2,643.49
Level 5.3	2.3	\$64,809	\$71,290	\$2,733.16
Level 5.4	2.4	\$67,017	\$73,719	\$2,826.29
Level 6.1	LEVEL 3.1	\$70,564	\$77,620	\$2,975.85
Level 6.2	3.2	\$72,977	\$80,275	\$3,077.64
Level 6.3	3.3	\$75,473	\$83,020	\$3,182.88
Level 6.4	3.4	\$78,138	\$85,952	\$3,295.28
Level 7.1	LEVEL 4.1	\$82,227	\$88,805	\$3,404.66
Level 7.2	4.2	\$85,053	\$91,857	\$3,521.67
Level 7.3	4.3	\$88,131	\$95,181	\$3,649.11
Level 8.1	LEVEL 5.1	\$93,131	\$100,581	\$3,856.14
Level 8.2	5.2	\$96,714	\$104,451	\$4,004.51
Level 8.3	5.3	\$101,155	\$109,247	\$4,188.38
Level 9.1	LEVEL 6.1	\$106,702	\$115,238	\$4,418.07
Level 9.2	6.2	\$110,449	\$119,285	\$4,573.23
Level 9.3	6.3	\$114,723	\$123,901	\$4,750.20
Class 1	LEVEL 7	\$121,188	\$130,883	\$5,017.88
Class 2	LEVEL 8	\$127,654	\$137,866	\$5,285.60
Class 3	LEVEL 9	\$134,113	\$144,842	\$5,553.05
Class 4	LEVEL 10	\$140,578	\$151,824	\$5,820.73