

Classification Specific - Comparison table

MENTAL HEALTH SERVICES

*WA Catholic School Support Staff Enterprise Agreement 2024 (Proposed Agreement)
Roman Catholic Archbishop of Perth Non-Teaching Staff Enterprise Agreement 2014 (Current EBA), and
Educational Services (Schools) General Staff Award 2020 (Award)*

Key Points

- The Classification of Mental Health Services now covers youth workers and counsellors, not provided for in the Current EBA.
- Each Classification Level contains descriptions of the types of work, experience, and qualification required.
- Casual employees receive a 25% loading up from 20% under the Current EBA. Maximum ordinary hours are 38 per week; overtime applies thereafter.
- Part-time employees must be provided with a roster setting out their ordinary working pattern ("Part-time roster"). Work performed outside of their Part-time rostered hours is paid at a casual (25%) or overtime rate.
- Employees are paid for an additional non-term week compared to the Current EBA.
- The Proposed Agreement also provides provisions for Professional Learning and Professional Supervision for Mental Health Services not in the Current EBA.
- Rates are between 21% and 88% above the Award.

Comparison of Entitlements

NEW to the Proposed Agreement, and currently in the Award	Not in the Award but in the Current EBA	NEW not in the Current EBAs <u>or</u> the Award
<ul style="list-style-type: none"> - 10-hour break - On-call/Recall Allowance - Meal Allowance - Make-up Time 	<ul style="list-style-type: none"> - Accreditation allowance - School Bus Allowance - Location Allowance - Deferred Salary Scheme - Infectious Diseases Leave - Leave without pay, Special Leave 	<ul style="list-style-type: none"> - Camp Allowance - Catholic Day - Discretionary Leave Day - Study Leave - Financial Incentive for select regional and remote schools

WA Catholic School Support Staff Enterprise Agreement 2024 (Proposed Agreement)		Current EBA
Clause	Description or entitlement	
SCHEDULE 2 – 5. MENTAL HEALTH SERVICES		
5.1 Classifications – Explanation and Comparison		
Youth Worker	An Employee engaged as a youth worker must hold a Certificate IV in Youth Work/Community Services or a similar discipline.	No equivalent provision.
Counsellor	An Employee engaged as a counsellor must, by qualification, meet the minimum criteria for Clinical or Certified Practising Registration with the Psychotherapy and Counselling Federation of Australia (PACFA), being an undergraduate degree or two-year master's degree (with a minimum of hours of instruction in counselling/psychotherapy-specific subjects).	No equivalent provision.
Social Worker	An Employee engaged as a social worker must, by qualification, be eligible for membership of the Australian Association of Social Workers (AASW) and hold a qualification from an Australian tertiary institution or qualification from overseas that AASW has recognised as comparable to an AASW approved social work qualification.	"Social Worker" shall mean an employee employed as a social worker and who by qualification is eligible for membership of the Australian Association of Social Workers.
Provisional Registered Psychologist	An Employee engaged as a provisional psychologist and who is provisionally registered as a psychologist with the Australian Health Practitioner Regulation Agency (AHPRA).	"Provisional Registered Psychologist" shall mean an employee employed as a psychologist and who is provisionally registered as a psychologist with the Psychologists' Board of Western Australia.
Psychologist	An Employee engaged as a psychologist and who is registered as a psychologist with AHPRA.	"Psychologist" shall mean an employee who is employed as a psychologist and who is registered as a psychologist with the Psychologists' Board of Western Australia.

Table 2: Comparison – Ordinary Hours and Penalty Rates

WA Catholic School Support Staff Enterprise Agreement 2024 (Proposed Agreement)		Current EBA	Award	Explanation and comparison
Clause	Description or entitlement			
SCHEDULE 2 – 5 MENTAL HEALTH SERVICES				
5.2 (a), (b) Ordinary Hours Full-time and Part-time employees	<ul style="list-style-type: none"> - Full-time employees work 38 ordinary hours per week, which may be averaged over 2 or 4 weeks - Part-time employees work less than 38 ordinary hours per week under Clause 8 of the Proposed Agreement. - Ordinary hours may be worked on no more than 5 hours in any 7 days, Monday to Friday, 7.00 am to 6.00 pm 	No provision.	Provided for	The Proposed Agreement is neutral with respect to the Award except that the MHR is higher in the Proposed Agreement than in the Award. Unlike the Current EBA, the Proposed Agreement clarifies how ordinary hours can be worked.
14.3 Ordinary Hours (casual)	Maximum of 38 ordinary hours per week. Overtime applies to hours worked beyond 38	No provision.	Provided for.	The Proposed Agreement is overall neutral with respect to the Award; however, the MHR is higher and therefore more beneficial. The Proposed Agreement is more beneficial than the Current EBA, as it provides maximum ordinary hours, followed by overtime.
57 Overtime – Casuals (includes casual loading)	<ul style="list-style-type: none"> - Mon – Sat – first 3 hours- 175% of the MHR - After 3 hours, 225% of the MHR - Sunday - 225% of the MHR - Public holidays 250% of MHR. 	No provision.	Provided for.	The Proposed Agreement is neutral on the Award's overtime percentages, but the MHR is higher and therefore more advantageous overall. It is more beneficial than the Current EBA as it includes overtime for casual employees.
5.2(c), 5.8 Reduced Working Year Arrangement	- May work a Reduced Working Year Arrangement as per Clause 11 of the Proposed Agreement and may have their Base Salary averaged over the full calendar year	70(1)-(3) Paid for an additional 3 non-term weeks.	Provided for, however, does not provide payment of additional non-term weeks.	The Proposed Agreement is more beneficial than the Award, as an employee under a Reduced Working Year Arrangement is paid for 4 additional non-term weeks. The Proposed Agreement provides an additional paid non-term week compared to the Current EBA.
5.9 Professional learning	Mental health staff can access professional learning to maintain their registration. The school will release staff to attend CEWA	No provision.	No provision.	The Proposed Agreement is more beneficial than the Award and the Current EBA.

WA Catholic School Support Staff Enterprise Agreement 2024 (Proposed Agreement)		Current EBA	Award	Explanation and comparison
Clause	Description or entitlement			
	Psychology sessions during work hours when possible or offer other appropriate training. All professional development must be approved by the Principal and scheduled at a mutually agreed time to suit the school's needs.			
5.10 Professional supervision	When an Employee in the Mental Health Services Classification needs to undertake supervision to maintain their professional registration, such supervision should, where practicable, take place during ordinary work hours.	No provision.	No provision.	The Proposed Agreement is more beneficial than the Award and the Current EBA.
13. Probation	3-month probationary period.	A psychologist or social worker's first appointment at a WA Catholic school is probationary, with a professional appraisal in their second year to confirm ongoing employment.	No provision.	The Proposed Agreement is more beneficial than the Current EBA and neutral in relation to the Award.

Table 3 - Comparison Relevant Allowances and Entitlements – Where Applicable

X Means the entitlement is not contained in the Current EBA or Award

✓ Means the entitlement is contained in the Current EBA or Award

WA Catholic School Support Staff Enterprise Agreement 2024 (Proposed Agreement)		Current EBA	Award	Explanation and comparison Clause
Clause	Entitlement			
5.9	Professional learning	X	X	The Proposed Agreement is more beneficial than the Current EBA and the Award.
5.10	Professional supervision	X	X	The Proposed Agreement is more beneficial than the Current EBA and the Award.
39	Ten-hour break*	X	✓	*No entitlement if entitled to a -Ten Hour break and a Camp Allowance. Otherwise, the Proposed Agreement is more beneficial than the Current EBA and neutral regarding the Award.
43	Accreditation allowance	✓	X	The Proposed Agreement is more advantageous than the Award and neutral regarding the Current EBA.
44	First Aid Allowance	X	✓	The Proposed Agreement is more beneficial than the Current EBA and less beneficial than the Award as the single First Aid Allowance may be split between employees.
45	Location Allowance/ Remote Area Package	✓	X	The Proposed Agreement is more beneficial than the Award and neutral in relation to the Current EBA with regards to the Location Allowances, but more beneficial with regards to the Remote Area Package.
46	School Bus Allowance	✓	X	The Proposed Agreement is more advantageous than the Award and neutral regarding the Current EBA.
47	Higher Duties Allowance	✓	✓	The Proposed Agreement is neutral in relation to the Award and less beneficial than the Current EBA.
48	On-call and Recall Allowance	X	✓	The Proposed Agreement is more beneficial than the Current EBA and neutral in relation to the Award.
49	Meal Allowance	✓	✓	The Proposed Agreement is more beneficial than the Current EBA and neutral in relation to the Award.
51	Camp Allowance	X	X	The Proposed Agreement is more beneficial than the Current EBA and the Award, as they do not contain a camp allowance.
53	Vehicle Allowance	✓	✓	The Proposed Agreement is neutral in relation to the Current EBA and the Award.
59	Broken Shift Penalty	X	✓	The Proposed Agreement is more beneficial than the Current EBA and neutral in relation to the Award.
60	Time off instead of overtime	X	✓	The Proposed Agreement is more beneficial than the Current EBA and neutral in relation to the Award.

WA Catholic School Support Staff Enterprise Agreement 2024 (Proposed Agreement)		Current EBA	Award	Explanation and comparison Clause
Clause	Entitlement			
61	Make-up time	X	✓	The Proposed Agreement is more beneficial than the Current EBA and neutral in relation to the Award.
68	Catholic Day	X	X	The Proposed Agreement is more beneficial than the Current EBA and the Award, as they do not contain this entitlement.
72	Deferred salary scheme	✓	X	The Proposed Agreement is more advantageous than the Award and neutral regarding the Current EBA.
74	Infectious diseases leave	✓	X	The Proposed Agreement is more advantageous than the Award and neutral regarding the Current EBA.
75	Leave without pay	✓	X	The Proposed Agreement is more advantageous than the Award and neutral regarding the Current EBA.
82	Special leave	✓	X	The Proposed Agreement is more advantageous than the Award and neutral regarding the Current EBA.
83	Discretionary leave	X	X	The Proposed Agreement is more beneficial than the Current EBA and the Award, as they do not contain this entitlement.
84	Study leave	X	X	The Proposed Agreement is more beneficial than the Current EBA and the Award, as they do not contain this entitlement.

Table 4 – Proposed Agreement v Award - Psychologists

The following tables compare the Base Salary and Minimum Hourly Rate (MHR) under the Proposed Agreement with the equivalent Award Classification.

Proposed Agreement Mental Health Services Psychologists			Award - Wellbeing Services Grade 3			Comparison of the Proposed Agreement Rates Award	
Level/Step	MHR	Base Salary	Grade/Step	MHR	Base Salary	% Higher	Base Salary
Provisionally Registered Psychologist Step 1	\$47.91	\$94,955	Level 6.1	\$34.95	\$69,305	37%	\$25,650
Provisionally Registered Psychologist Step 2	\$50.48	\$100,058	Level 6.2	\$37.33	\$74,017	35%	\$26,041
Registered Psychologist Step 3	\$53.06	\$105,168	Level 6.1	\$34.95	\$69,305	52%	\$35,863
Registered Psychologist Step 4	\$55.63	\$110,268	Level 6.2	\$37.33	\$74,017	49%	\$36,251
Registered Psychologist Step 5	\$58.21	\$115,367	Level 6.2	\$37.33	\$74,017	56%	\$41,350
Registered Psychologist Step 6	\$62.40	\$123,678	Level 6.2	\$37.33	\$74,017	67%	\$49,661
Registered Psychologist Step 7	\$65.18	\$129,185	Level 6.2	\$37.33	\$74,017	75%	\$55,168
Registered Psychologist Step 8	\$67.70	\$134,192	Level 6.2	\$37.33	\$74,017	81%	\$60,175
Registered Psychologist Step 9	\$70.23	\$139,204	Level 6.2	\$37.33	\$74,017	88%	\$65,187

Table 5 – Proposed Agreement v Award - Social Workers and Counsellors

The following tables compare the Base Salary and Minimum Hourly Rate (MHR) under the Proposed Agreement with the equivalent Award Classification.

Proposed Agreement Mental Health Services Social Workers and Counsellors			Award - Wellbeing Services Grade 3			Comparison of the Proposed Agreement Rates Award	
Level/Step	MHR	Base Salary	Grade/Step	MHR	Base Salary	% Higher	Base Salary
Step 1	\$43.15	\$85,536	Level 6.1	\$34.95	\$69,305	23%	\$16,231
Step 2	\$45.10	\$89,386	Level 6.2	\$37.33	\$74,017	21%	\$15,369
Step 3	\$47.25	\$93,656	Level 6.2	\$37.33	\$74,017	27%	\$19,639
Step 4	\$49.94	\$98,992	Level 6.2	\$37.33	\$74,017	34%	\$24,975,001
Step 5	\$54.12	\$107,263	Level 6.2	\$37.33	\$74,017	45%	\$33,246
Step 6	\$56.84	\$112,653	Level 6.2	\$37.33	\$74,017	52%	\$38,636

Table 6 – Proposed Agreement v Award - Youth Workers

The following tables compare the Base Salary and Minimum Hourly Rate (MHR) under the Proposed Agreement with the equivalent Award Classification.

Proposed Agreement Mental Health Services Youth Workers			Award - Wellbeing Services Grade 2			Comparison of the Proposed Agreement Rates Award	
Level/Step	MHR	Base Salary	Grade/Step	MHR	Base Salary	% Higher	Base Salary
Step 1	\$40.81	\$80,888	Level 4.1	\$29.70	\$58,885	37%	\$22,003
Step 2	\$41.65	\$82,557	Level 4.2	\$31.19	\$61,839	34%	\$20,718
Step 3	\$45.97	\$91,112	Level 4.2	\$31.19	\$61,839	47%	\$29,273
Step 4	\$47.15	\$93,463	Level 4.2	\$31.19	\$61,839	51%	\$31,624
Step 5	\$48.20	\$95,544	Level 4.2	\$31.19	\$61,839	55%	\$33,705