

1. **Remuneration:** From 1 July 2023 A single pay spine will take effect with steps from 1 to 15. The starting and finishing points in the pay spine will be different for different roles.

Step	Salary
Step 1	\$58,964.33
Step 2	\$63,500.52
Step 3	\$68,037.77
Step 4	\$74,839.35
Step 5	\$77,107.21
Step 6	\$81,642.92
Step 7	\$86,178.64
Step 8	\$90,713.36
Step 9	\$95,250.08
Step 10	\$102,000.00
Step 11	\$104,321.51
Step 12	\$108,857.23
Step 13	\$113,392.90
Step 14	\$117,928.60
Step 15	\$122,464.30

2. **Progression:** Progression through the steps in the new pay system will be on the basis of time and experience, unless there is a documented performance plan in place. For clarity, progression through the steps in a band will be no less than annually.
3. **Appointment:** On appointment, the worker shall be placed on the step of the relevant band according to prior relevant experience. Relevant experience is defined as time in the same work. For example, years of social work practice in a social work role, or years of experience in a team leader role. For clarity this time does not have to be unbroken, nor within one organisation.
4. **Professional Development and Other Terms and Conditions:**
  - 4.1 Annual practicing certificate fees will be paid by the employer where employees are required to be registered to undertake their role. [Additional wording can be added to clarify if a) the employer will pay this direct to the Social Work Registration Board on the employees' behalf or b) the employer will reimburse the employee for these costs]
  - 4.2 All employees performing social work will receive access to professional supervision during paid work time. Supervision may take the form of internal line management supervision,

other suitably trained and experienced internal resource or external professional supervision as appropriate and agreed between the employer and the employee.

- 4.3 All employees performing social work will have access to professional cultural supervision during paid work time. Supervision may take the form of internal line management supervision, other suitably trained and experienced internal resource or external professional supervision as appropriate and agreed between the employer and the employee
- 4.4 The employer will ensure that employees have access to appropriate development pathways to encourage career progression via the training and development policy. The parties agree there is an expectation that the employer will continue to invest in ongoing competency in respect of each employee performing social work. This investment will be no less than \$1000 per FTE per annum.

**How to use these clauses:**

1. Insert these clauses in a separate section of the collective agreement/individual agreement.
2. It is recommended that you add your own specific role titles or job families to replace the category names