

BHP Remuneration and Competency Framework 2021

All Staff covered by

Community Health Centre (Stand-Alone Services) Social and Community Service Employees Multi-Enterprise Agreement 2017 (SACS)

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For : Behavioural Health Programs

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Purpose

To commence consultation with staff regarding classifications, remuneration and the introduction of a career progression/competency framework

Background

The need for a review was identified through various sources – turnover statistics, exit interviews, staff survey comments/feedback, APR discussions with staff, etc.

Executive Director, Aged and Community Care and Manager, Behavioural Health Programs initiated a project with People, Learning and Culture to research and obtain data that specifically related to comparable positions within other not for profit health service organisations, review the position descriptions, identify variables and provide the outcomes of the analysis.

A competency framework/career progression project was happening in parallel (as per Schedule B.9.1 and B.9.4 of the SACS EBA) with the above and the opportunity to align the two projects was reviewed.

Considerations

- ▶ Significant remuneration changes identified for a number of roles, however only minor changes for other roles :
 - ▶ MBCP previously had review conducted
 - ▶ Remuneration aligns in some cases with marketplace for similar roles – status quo will apply
- ▶ Attraction and retention strategy
- ▶ Skills shortage across all health industry roles
- ▶ Current increments are automatic based on “years of service” up to year 4 – in addition to CPI increases
- ▶ No retrospective application applies

Proposal

- ▶ Implement outcomes of the remuneration/benchmarking review as appropriate
- ▶ Revise classifications to align appropriately with the remuneration/benchmarking review
- ▶ Introduce three level competency framework that will replace “years of service” increments
- ▶ Staff will move to Step One on receipt of signed acceptance
- ▶ CPI increases will continue to be paid as advised at the employee’s current classification and competency level
- ▶ Competencies will be assessed by Clinical Leads, Assistant Manager and Manager as required
- ▶ Two assessment periods will be provided per annum – no assessments will be conducted outside those periods.
- ▶ Successful applications will progress to next salary step
- ▶ Unsuccessful applications can reapply next assessment period

Harm Reduction Worker Entry Level/Graduate	SACS Level 1	SACS Level 2
Harm Reduction Worker	SACS Level 3	SACS Level 5
AOD Assessor	SACS Level 3	SACS Level 5
AOD Counsellor	SACS Level 3 & 4	SACS Level 5
AOD Assessor and Counsellor	SACS Level 3	SACS Level 5
AOD Assessment Clinician	SACS Level 3	SACS Level 5
AOD Assessment Clinician & Counsellor	SACS Level 3	SACS Level 5
Allocations & Demand	SACS Level 3	SACS Level 5
Care & Recovery Worker	SACS Level 3	SACS Level 5
Creative Club Program Leader	SACS Level 3	SACS Level 5
Generalist Counsellor	SACS Level 3, 4 & 5	SACS Level 5
Partner Contact Worker	SACS Level 3 & 4	SACS Level 5
Women and Children's Family Violence Counsellor	SACS Level 3	SACS Level 5
Gamblers Help - Therapeutic Counsellor	SACS Level 3	SACS Level 5
Perpetrators of Family Violence - Case Manager	SACS Level 4	SACS Level 5
Therapeutic Day Rehab CM & Group Facilitator	SACS Level 4	SACS Level 5
Family Violence Counsellor	SACS Level 5	SACS Level 5

Mental Health Social Worker	SACS Level 5	SACS Level 6
MBCP - Enhanced Access Intake & Assessment Worker	SACS Level 5	SACS Level 6
MBCP - Intake, Assessment and Group Facilitator	SACS Level 5	SACS Level 6
FCPAG	SACS Level 4	SACS Level 6
Family Violence Assessor	SACS Level 3	SACS Level 6
Specialist FV Access, Intake and Assessment Worker	SACS Level 5	SACS Level 6
Gamblers Help – Financial Counsellor	SACS Level 4 & 5	SACS Level 6
Caseworker Integrated Family Services	SACS Level 5	SACS Level 6
Family Service Worker	SACS Level 5	SACS Level 6
Family Violence Counsellor (Specialist – Link HC)	SACS Level 5	SACS Level 6
Clinical Lead Counselling Practice	SACS Level 6	SACS Level 7
Clinical Lead Complex Care	SACS Level 5	SACS Level 7
Clinical Lead Child and Family Practice	SACS Level 5	SACS Level 7
Clinical Lead Financial Counselling		SACS Level 7
Therapeutic Day Rehabilitation Service Coordinator	Grade 4	SACS Level 7
Allocations & Demand Management Lead	SACS Level 3	SACS Level 7
MBCP Coordinator	SACS Level 5	SACS Level 7
Team Leader for Specialist Family Violence Intake	Grade 4	SACS Level 7
Senior Practitioner IFS	SACS Level 6	SACS Level 7

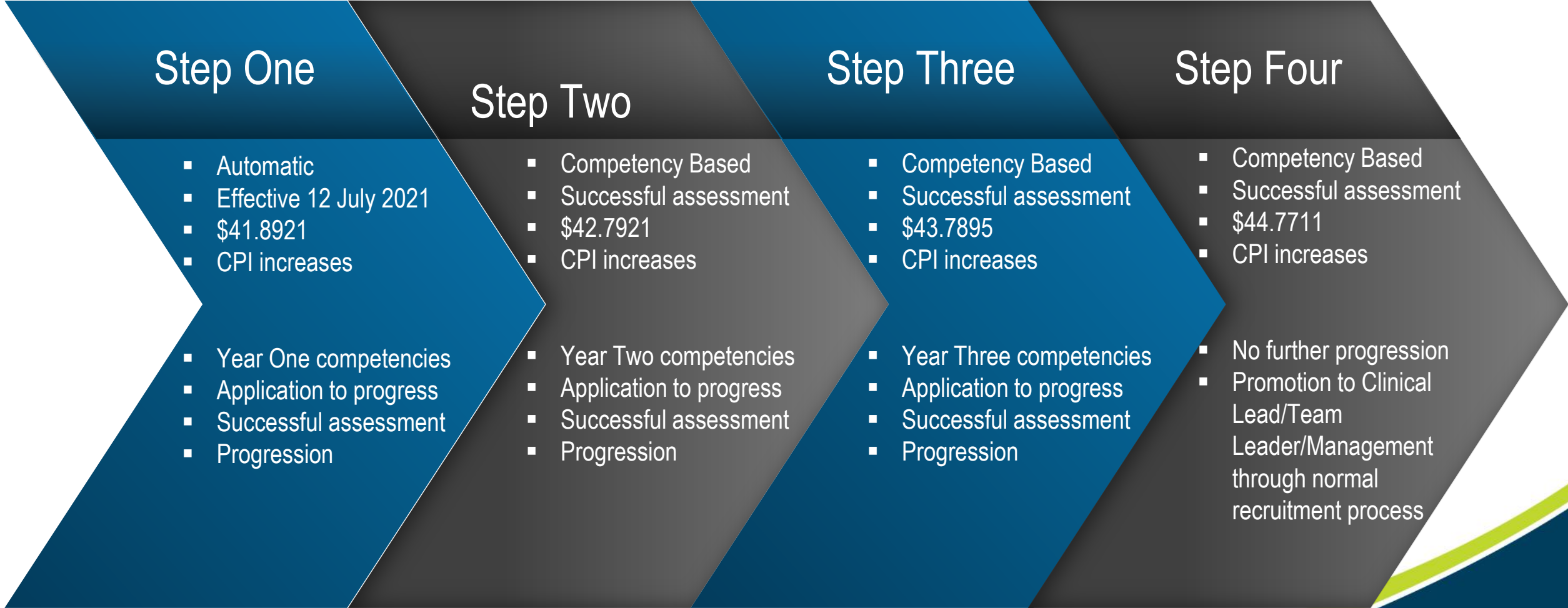
Pay Scale SACS Agreement 2021

	Step One (automatic)	Step Two (competency based)	Step Three (competency based)	Step Four (competency based)
Level 1	\$21.5684	\$22.2974	\$23.0947	\$23.5947
Level 2	\$28.4053	\$29.2974	\$30.1868	\$30.9947
Level 3	\$31.7526	\$32.6632	\$33.3605	\$34.0421
Level 4	\$36.6184	\$37.5789	\$38.5447	\$39.4026
Level 5	\$41.8921	\$42.7921	\$43.7895	\$44.4711
Level 6	\$45.7684	\$46.7789	\$47.7921	* \$48.7479
Level 7	\$49.5026	\$50.5421	\$51.5684	* \$52.5998

Pay rates above are indicative of a 38 hour week – without an ADO

- ***Level 6 and 7 go to Step Three only in SACS Agreement – Step Four is “above award”. Progression to these levels will require extensive assessment which will be developed in consultation with the Clinical Leads***

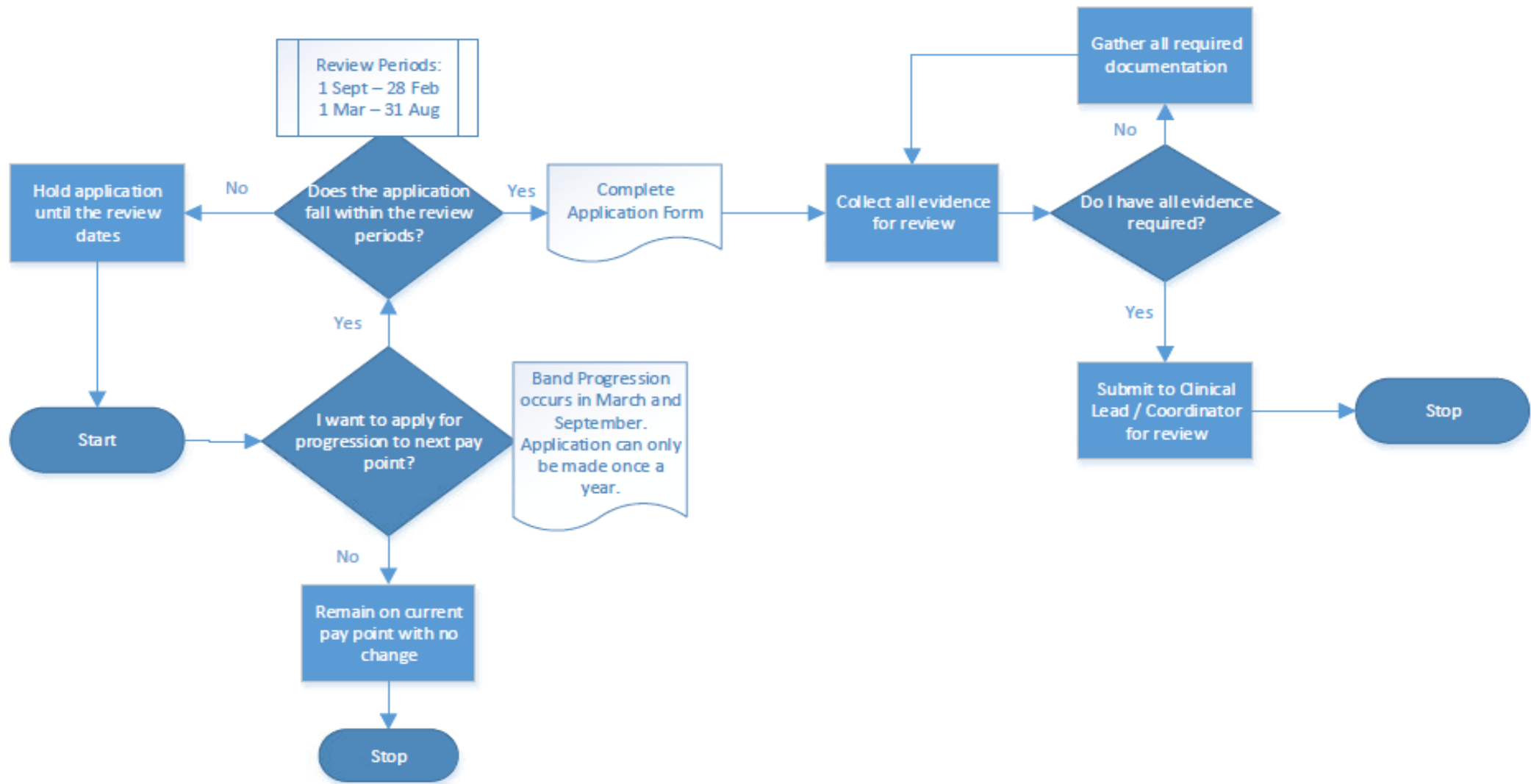
Level 3, 4 and 5 positions → SACS LEVEL 5



Competencies – Level 5

Year One Competencies	Year Two Competencies (not yet finalised)	Year Three Competencies (not yet finalised)
Case Study	Case Study	Complex Case Study
Methodology	Intermediate Methodology	Advanced Methodology
Client Feedback x 3	Client Feedback x 5	Client Feedback x 8
Reflective Practice	Reflective Practice	Reflective Practice
Team Work	Team Work	Team Work
Mentoring	Mentoring	Mentoring
Continuous Improvement	Continuous Improvement	Continuous Improvement
Training and Development	Training and Development	Training and Development
Productivity	Productivity	Productivity
Attendance and involvement at Meetings	Attendance and involvement at Meetings	Chairing Meetings
Peer Review	Peer Review	Peer Review
		* Emerging Leaders / Portfolio * Improvement Project

Competencies – Level 6 and 7 – to be advised



Next Steps

- ▶ Staff to be provided with Change Impact Statement and Consultation Timeline
- ▶ Questions and answers to be collated and provided to staff
- ▶ Consultation process outcomes to be advised
- ▶ Pay increases to apply from 12 July 2021
- ▶ Competency Framework to be completed and implemented
- ▶ First assessment period to commence in September 2021

THANK YOU ANY QUESTIONS

