



## Technical Transition Changes

Item	Analysis
<b>Agreement Term</b>	
<p>Three Year Agreement</p>	<p>The Child Protection Agreement negotiation cycle will be in line with the Public Sector Agreement. During the renegotiation of the Child Protection Agreement, employees who work in Child Protection will be able to bargain for entitlements that specifically address the needs of the work force.</p> <p>Further, as it will be a satellite agreement, all future entitlements won in the Public Sector Agreement will flow into the Child Protection Agreement. The Child Protection Agreement replaces the Department of Communities (Family Support Officers) Agreement.</p>
<b>Position Title Changes</b>	
<p>Child Protection Workers would be referred to as Child Safety Practitioners and Field Workers would be referred to as Child Safety Officers</p>	<p>The modernised position titles reflect the professionalisation of the workforce. The title changes are a decision of government and Communities and the rationale provided was that it will assist in removing negative historical connotations.</p> <p>This is in line with other Child Protection jurisdictions and better reflects the work being undertaken in a modern landscape</p>
<b>New Pay Schedules and base salary uplift</b>	
<p>In addition to the salary increases in the Public Sector Agreement of 5%, 4% and 3.5%, this Agreement proposes to establish an independent Child Protection salary structure that uplifts caseworker positions, particularly at entry level.</p> <p>Proposed new salary schedules:</p> <ul style="list-style-type: none"> <li>• Child Safety (Qualified) Stream</li> <li>• Child Safety (Unqualified) Stream</li> <li>• Operational Officer (Qualified) Stream</li> <li>• Operational Officer (Unqualified) Stream</li> </ul>	<p>The base salary uplift would make Western Australian caseworkers the highest paid government caseworkers in Australia.</p> <p>Currently Child Protection Workers' salaries are derived from the Specialised Callings division salary schedule. Under this Agreement Child Protection Workers will have their own salary division called Child Safety (Qualified) Stream.</p> <p>Field Workers are currently covered by the General Division salary schedule. Under this Agreement Field Workers also have their own salary schedule called Child Safety (Unqualified) Stream.</p> <p>Employees who are not a Child Protection Worker or Field Worker, but who are currently paid under the Specialised Calling salary schedule would be covered by the Operational Officer (Qualified) Stream Salary Schedule.</p> <p>All other employees who would be covered by this Agreement and whose salary is covered by the General Division salary schedule, would be covered by the new Operational Officer (Unqualified) Stream.</p> <p>The introduction of pay schedules for the Child Protection work force independent of the Public Sector Agreement will allow for greater opportunities for strategic campaigns around pay in future bargaining cycles.</p>



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<b>New Salary Schedule Increment Structures</b>	
<p>The Proposed Child Protection Agreement has compacted the increments for Child Protection Workers and for Field Workers.</p> <p>The Child Safety (Qualified) Stream salary schedule goes from level 1 to level 3.</p> <ul style="list-style-type: none"> <li>Level 1: 5 increments;</li> <li>Level 2: 4 increments; and</li> <li>Level 3: 4 increments.</li> </ul> <p>The Child Safety (Unqualified) Stream salary structure is as follows:</p> <ul style="list-style-type: none"> <li>Level 1: 4 increments;</li> <li>Level 2: 6 increments;</li> <li>Level 3: 4 increments; and</li> <li>Level 5: 4 increments.</li> </ul> <p>The 6 increments in level 2 are the compaction of level 2.1 to level 4.3 of the General Division salary scale.</p> <p>Level 3 and Level 4 of the Child Safety (Unqualified) Stream is roughly the equivalent of the Level 5 and 6 of the General Division salary schedule.</p>	<p>The compaction of the increments will result in new employees starting with a higher salary as both scales start at the second increment.</p> <p>The compaction also results in employees moving up the salary scales more quickly and being at the top of the level earlier.</p> <p>Currently it would take Field Workers at least 10 years to reach the top of 4.3, under this new scale they would receive the top salary in 5 years.</p>
<b>Expansion of recognised qualifications</b>	
<p>The Director General to have the ability to expand the scope of relevant qualifications for positions that are paid according to Child Safety (Qualified) and Operational Officer (Qualified) streams.</p> <p>Consultation with the Union must occur prior to the Director General adding or removing a recognised qualification for a position.</p>	<p>The Director General having the ability to expand the scope of relevant qualifications will be something unique to this Agreement.</p> <p>In practice expanding the scope of relevant qualifications should have the affect of increasing the pool of prospective Child Protection Workers and assist around the issues of employee attraction.</p>
<b>Qualification Progression Allowance</b>	
<p>Employees undertaking studies in a tertiary degree recognised by the Employer as being suitable for appointment to a Child Protection Worker role, will be eligible to receive a Qualification Progression Allowance for each period of study completed.</p> <p>The Qualification Progression Allowance will be \$200 per 0.125 equivalent full-time student load (EFTSL) unit and is capped at \$1,000 per year.</p> <p>Payment of the Qualification Progression Allowance is subject to evidence of successful completion of units of study, and that the employee is not currently working as a Child Protection Worker.</p>	<p>The Qualification Progression Allowance would assist employees who are or would like to commence further education for the purposes of becoming a qualified caseworker.</p> <p>This allowance would be unique to the Child Protection Agreement and would further support the development of the workforce.</p>

# Your New Agreement

## Technical Transition Changes

Item	Analysis
<b>Improved Pathway to Permanency</b>	
<p>During the life of the Agreement the Employee will conduct a review of eligible fixed-term Employees. Eligible employees are defined as:</p> <ol style="list-style-type: none"> <li>Employees who could be appointed to an available relevant, vacant permanency position; and</li> <li>are not subject to a substandard performance or disciplinary process.</li> </ol>	<p>This conversion to permanency clause is superior to what is contained in the Public Sector Agreement as there is no requirement for an employee to have been on a fixed-term contract for more than 12 months.</p>
<b>Reduction in hours for Family Support Officers (FSO's)</b>	
<p>Under the new Agreement FSO's will now only be required to work 37.5 hours a week with no reduction in pay.</p>	<p>This change will bring the FSO's hours and pay in line with the rest of the public sector.</p> <p>As there will be no reduction in pay accompanying the reduction of hours, the proposed entitlement is considered better than what is currently occurring.</p>
<b>Family Support Officer (FSO) Salary Schedule</b>	
<p>Employees who are appointed as FSOs and Family Support Co-ordinators (FSC) under this Agreement are paid in accordance with the Operational Officers (Unqualified) stream. This salary schedule goes to 9.3.</p>	<p>It is beneficial for FSOs and FSCs to be part of a more expansive salary schedule as it ensures that there is no structural impediment for reclassification in the future</p>



## Items Adopted from PSCSAA 2024 (General Agreement)

Item	Explanation
<b>Alignment of Agreement to Public Sector CSA Agreement 2024</b>	<ul style="list-style-type: none"> <li>Adjustment of Award references to refer to the Public Service Award 1992 instead of Department of Communities (CSA Family Resource Workers, Welfare Assistants and Parent Helpers) Award 1990.</li> <li>Removal of clauses that duplicate provisions in the Public Service Award 1992.</li> <li>Adjustment to clauses to align to the Public Sector CSA Agreement 2024 clauses.</li> <li>Inclusion of transitional arrangements from the Department of Communities (Family Support Officers) CSA Agreement 2022</li> </ul>
<b>Higher Duties Allowance</b>	<ul style="list-style-type: none"> <li>Reduction of the minimum period in which an employee must act in a position from five days to three days.</li> <li>Higher duties allowance can be provided for long-term acting periods shorter than 3 consecutive days</li> </ul>
<b>Annual Leave at Half Pay</b>	<ul style="list-style-type: none"> <li>Employees may request Annual Leave to be taken at half pay</li> </ul>
<b>Public Holidays</b>	<ul style="list-style-type: none"> <li>Public Holidays occurring during Long Service Leave no longer deducted from balance</li> </ul>
<b>Bereavement Leave</b>	<ul style="list-style-type: none"> <li>Increase from three days to five days per bereavement</li> </ul>
<b>Parental Leave</b>	<ul style="list-style-type: none"> <li>Increase of Primary Caregiver Entitlement from 14 weeks to 27 weeks, with a cap of 18 weeks per employee</li> <li>Increase of partner leave from one week to five weeks, deducted from the Primary Caregiver Entitlement</li> <li>Adjustments to unpaid parental leave to harmonise with Fair Work Act</li> </ul>
<b>Recrediting of Annual and Long Service Leave for Personal Leave</b>	<ul style="list-style-type: none"> <li>Employees may, subject to evidentiary and timeframes, have their annual and/or long service leave recredited if needing to use personal leave</li> </ul>
<b>Disability Leave</b>	<ul style="list-style-type: none"> <li>New clause to provide 10 days of paid non-cumulative disability leave</li> </ul>
<b>Travelling time for regional employees</b>	<ul style="list-style-type: none"> <li>Amendment to clause 27.48 to provide access to paid travel time where due to caring responsibilities</li> </ul>
<b>Overnight Travel Allowance</b>	<ul style="list-style-type: none"> <li>Introduction of an allowance payable when an employee is required to stay overnight away from their usual place of residence, \$45 per night</li> </ul>
<b>Remote and Isolated Locations List</b>	<ul style="list-style-type: none"> <li>Expansion of the Remote and Isolated Locations List to align with Clause 54 of the Public Sector CSA Agreement 2024</li> </ul>
<b>Reproductive Health Leave</b>	<ul style="list-style-type: none"> <li>Five days of non-cumulative leave that is available for reproductive health matters</li> </ul>
<b>Final Pay</b>	<ul style="list-style-type: none"> <li>Final pay within the next pay period provided the employee has served their notice period and is not being terminated for serious misconduct</li> </ul>

# Your New Agreement

## Items Adopted from PSCSAA 2024 (General Agreement)

Item	Explanation
<b>Flexible Working Arrangements</b>	<ul style="list-style-type: none"> <li>An 'eligible employee' has a right to flexible working arrangements</li> <li>All employees have a right to request flexible working arrangements and can only be denied due to reasonable business grounds</li> </ul>
<b>Just Transition to AI</b>	<ul style="list-style-type: none"> <li>Adoption of AI will trigger consultation and notification of change provisions</li> <li>Will also addressed by the Peak Consultative Forum</li> </ul>
<b>Cultural Leave for Aboriginal and Torres Strait Islanders</b>	<ul style="list-style-type: none"> <li>Access to leave to attend native title matters both Pre and Post determination</li> </ul>
<b>Agency Structure Information</b>	<ul style="list-style-type: none"> <li>Employers will provide a copy of their organisational structure to the Union once per year</li> </ul>
<b>Work Health and Safety Training</b>	<ul style="list-style-type: none"> <li>WHS Officers can nominate their preferred training provider</li> <li>Unity Training Service is the preferred training provider if there is no provider nominated</li> </ul>
<b>Emergency Services Leave</b>	<ul style="list-style-type: none"> <li>Emergency Services Leave is available to members of emergency management agencies</li> </ul>