

*Please circulate this to all PSA members and affected support staff.
If they are not members, this is the time for them to join the PSA.*

Learning Management Business Reform UPDATE

Dear Member

As you all know by now, despite constant public statements that the *Local Schools, Local Decisions* and *Every Student, Every School* policies were not about cuts to education, the NSW Government announced their decision to carve out 1.7 billion dollars in funding from public education.

The Department then advised that 400 SAS staff jobs would be cut as a result.

Incredulously, the Department is stating that the introduction of the Learning Management Business Reform (LMBR) system, scheduled for phased introduction from 22 October, 2012 will lead to the need to cut these 400 jobs.

This is either a ham fisted excuse for cost cutting, or the Department has deliberately misled the PSA, given that the Department's representatives have continuously told the PSA that the impact LMBR would have on the work performed by SAS Staff would not be known until the system was tested and phased in.

The PSA rejects that LMBR will lead to efficiencies. There is no evidence that LMBR will streamline work. In fact it is now clear that *Local Schools, Local Decisions* will lead to a dramatic INCREASE in workload.

With the Government's introduction of *Local Schools Local Decisions*, the Department has fast-tracked the implementation of LMBR, which in turn enables principals to implement the worst aspect of *Local Schools Local Decisions*, that being changes to the staffing mix, which will casualise the workforce, undermine SAS Staff job security and undermine the transfer system for SAS Staff.

Whilst the PSA was prepared to participate in the introduction of LMBR we now know that this system:

- will change the way SAS Staff work
- is being used by DEC as an excuse to cut jobs
- will result in changes to the SAS Staff staffing mix (ie either not fill vacancies or fill with part time, temporary or casual employees).

In addition to this, despite a repeated commitment from the Department to consult with the PSA on the development and rollout of LMBR training and ongoing service support, the Department is rolling out training designed by school principals, without input from the PSA.

The PSA wants to ensure that SAS Staff are provided with appropriate training and support throughout the LMBR training and implementation.

Now it has become clear that from 22 October, the 229 focus schools will participate in one day training sessions for the new *Budgeting and Planning Solution*.

The PSA understands that the *Budgeting and Planning Solution* training is centred around cash flow budgeting.

While Business Managers may currently be performing these duties at a much higher salary, the PSA believes that current School Administrative Managers have the ability to perform these duties.

Many School Administrative Managers are hopeful that LMBR will lead to promotional opportunities.

The PSA has sought a guarantee from the Department that School Administrative Managers will have first option to apply for Business Managers positions if they become part of the school system. However to date the Department has not agreed.

In the past, the PSA and the Department discussed cash flow budgeting and the role of the School Administrative Managers and PriceWaterhouseCoopers was engaged by the Department to review the issue. The review resulted in a recommendation that the performance of cash flow budgeting by School Administrative Managers required a higher rate of pay. However, the Department refused to

increase the pay of School Administrative Managers for this task and instead Principals received a pay increase to perform these duties. This is why the PSA has had a ban on cash flow budgeting for many, many years.

It appears that LMBR will now be the tool used to force SAS Staff to perform duties for which they are not being paid, for example using the *Budgeting and Planning Solution* (cash flow budgeting).

The 229 schools are at the forefront of this very important and dramatic change in schools.

The PSA asks you to join the fight to ensure that LMBR is implemented in the way it was intended, that is:

- No job cuts
- No casualisation of jobs
- No increased workloads as a result of changes to staffing mix and failure to fill vacancies
- No introduction of duties without proper regard for the correct pay rates
- Proper training and support for the introduction of this new system
- Ongoing consultation with the PSA.

The PSA will be holding a meeting of LMBR schools in your region very soon.

Please contact a member of the schools team to register your interest.

Phone: 02 9220 0929

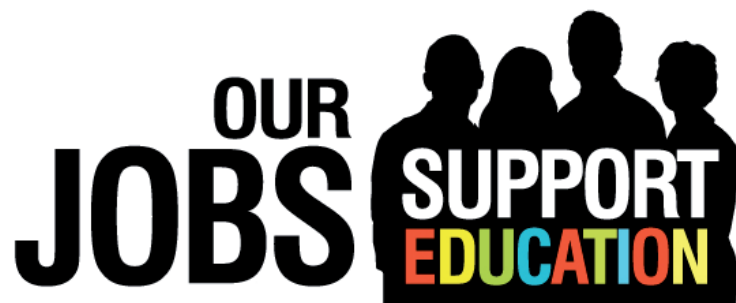
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