



SAS Staff News

4 February, 2013

**Please circulate this newsletter to all PSA members, including GAs,
School Learning Support Officers & Aboriginal Education Officers**

WELCOME BACK TO THE 2013 SCHOOL YEAR

2012 was a busy year for the PSA and SAS Staff.

The PSA was successful in achieving a number of significant enhancements for SAS Staff employed in schools across New South Wales.

PERMANENCY FOR LONG TERM TEMPORARY SAS STAFF

Congratulations to the many members who now have permanent hours due to the Permanency for Long Term Temporary Employees case won by the PSA in 2012.

If you were successful in gaining permanent hours, did you know you can submit an application for transfer (also referred to as a service transfer) for additional permanent hours or a full time position? The additional hours/position can be at the current school or another school.

If your permanent hours have been reduced, you have the option of accepting the reduction or submitting a nominated transfer form to maintain hours by being placed on a priority list to gain hours at another school where a vacancy exists.

Note: Nominated transfers have priority over service transfers

REDUNDANCY CASE

The PSA has achieved a great result for our members. Permanent SAS Staff are now eligible for redundancy under the Department of Education and Communities (DEC) Managing Excess SASS Employees Policy.

Please note: SAS Staff cannot request a voluntary redundancy. If a position is abolished a voluntary redundancy will be offered by DEC in cases where alternative employment cannot be provided.

SAS Staff who resign or retire are not eligible for redundancy provisions

WORKPLACE HEALTH AND SAFETY

The PSA is happy to report to our members that it has negotiated a number of successful "Return to Work" programmes for members who have been injured at work. If members have WH&S issues please contact the PSA for assistance and make arrangements for a workplace visit if required.

2013 ONGOING ISSUES

LONG TERM TEMPORARY SAS STAFF EXPRESSION OF INTEREST (EOI) FOR PERMANENCY

Long Term Temps who meet the criteria can apply for permanency through the Expression of Interest (EOI) process set out in the 2012 Determination; details of the criteria and process can be accessed on the Department's Intranet site, under the heading HR.

GENERAL ASSISTANTS

The PSA is involved in ongoing consultation with DEC regarding Safe Operating Procedures and Working Alone procedures. Members will be kept informed of the outcome of the consultation through regular updates.

Safe Operating Procedures (SOPs) - it is expected that these procedures will be rolled out by the Department in Term 1.

This year there will be at least four General Assistant working party meetings and the PSA is also composing a GA specific newsletter. If you have a topic or an issue you would like to include in the newsletter contact your GA Organiser Greg Adnum by email or phone: gadnum@psa.asn.au or 0400 060 961.

CONDITIONS OF EMPLOYMENT AWARD

In early December 2012, the PSA held discussions with the Treasurer and Minister for Industrial Relations, Mike Baird about the Government's attack on NSW public sector workers' conditions of employment, which will have a flow on affect to the award that covers SAS Staff, including cuts to annual leave loading entitlements, FACs leave and flexible working conditions. PSA members have made it clear that they will continue the fight to maintain conditions of employment that have been won by the PSA over many years.

This message was conveyed to the PSA at the well attended stop work meeting on October 8 last year.

The matter is back before the Industrial Relations Commission on 12 February 2013. Look at the general PSA emails for updates.

PSA SURVEY FOR SCHOOL ADMINISTRATION MANAGERS

The PSA would like to thank the participants for the overwhelming response in regards to the recent survey on School Administration Managers. The information has been collated and will be used in ongoing negotiations with the Department. The PSA will continue discussions with DEC regarding any proposal to introduce Business Managers in schools and ensuring Administrative Managers are not disadvantaged. Senior PSA officials and staff met in January and decided to seek further advice in relation to this issue.

REDUNDANCIES

The PSA is appealing the decision to exclude long term temporary employees from redundancy provisions. The Department has issued a policy outlining redundancy provisions, however the PSA is pursuing a redundancy clause to be inserted into the award. A Government policy can be changed without agreement with the PSA, whereas an award can only be varied by consent. This case is before the Commission February 2013.

SCHOOL LEARNING SUPPORT OFFICERS (SLSOS)

Appeals for permanency

This issue has been before the Industrial Relations Commission (IRC) for a long time, with the Department being slow to provide the Association with information supporting decisions on the appeals. With the assistance of the President of the IRC, the PSA met with the Deputy Director General of DEC to progress discussions on remaining appeals arising from the 2011 permanency for long term temporary staff process. The parties have now agreed on an outcome for the majority of these appeals and the Department is in the process of advising members of the outcomes. In other cases the parties agree the Department needs to make further contact with Principals before a final decision can be made. The parties will report back to the IRC later in February.

SLSOs Pre School

By 1 January 2014 SLSOs Preschool must have or be working towards a Children's Services qualification at minimum Certificate III level (eg Certificate III Child Care).

The PSA will be meeting with the Department to discuss the implementation and raise any concerns regarding the new requirements. Members will be kept informed of outcomes of the meetings.

GENERAL INFORMATION

MEMBER COMMUNICATION/CHANGE OF DETAILS

Email and SMS are quick and efficient ways of keeping members updated. That is why the PSA is asking all members to contact us with personal (used during vacation period) and school email address and mobile number, as soon as possible.

If your name, school or contact details have changed, please contact PSA Membership on 9220 0900 extension 238.

ONSITE INFORMATION SESSIONS

The PSA encourages SAS Staff to book their PSA Organiser to visit your school to run an Information Session, at a time that is convenient for members. If you are not sure who the Organiser is for your area, please contact PSA on 9220 0900 and ask for the Schools Team.

ONGOING BANS IN 2013

The following PSA bans are still in place:

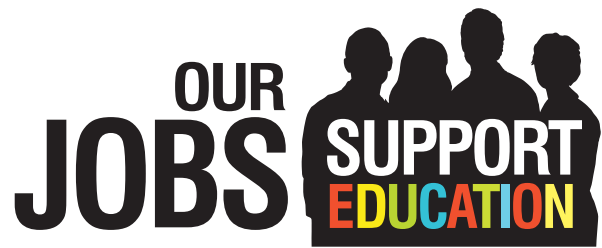
- FM Web
- Cash flow budgeting
- SMS Texting
- 3rd party software

Please continue to uphold these bans. They are in place to protect members.

Why not join a PARENT LOBBY GROUP?

The PSA is looking to establish a Public Education Lobby Group. Many PSA members are parents and grandparents and the lobby group will provide an opportunity to show support for public education and to lobby against cuts to education, including cuts to funding for students with additional needs.

The PSA invites members to be part of the Public Education Lobby Group. If you would like to join the lobby group email schools@psa.asn.au to register your interest.



Public education won't work without us

**If you are not a PSA member ...
Join the union now**

**On-line application
www.psa.asn.au**

You can contact the PSA Schools Team on schools@psa.asn.au or on 1800 467 932 or 9220 0900 and ask for the Schools Team.

Sue Walsh,
PSA President

Maria Cirillo,
Senior Industrial Officer