



SAS Staff News

October 2013

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

LEARNING MANAGEMENT BUSINESS REFORM (LMBR) UPDATE:

The Department has confirmed LMBR will be rolled out into the remaining 2000 schools in terms 3 & 4 2014. The PSA has repeatedly asked the Department to explain:

- The potential impact on SASS workloads.
- What functions will be deleted or changed as a result of LMBR.
- What changes will LMBR have to the roles of responsibilities of SAS Staff.
- Job security for SAS Staff.

The PSA appreciates the ongoing feedback from the 229 schools and a summary of their concerns are listed below:

- Unrealistic workflow timeframes
- Inadequate and inconsistent communication
- Workloads - staff feeling extremely stressed and pressured

Training

- Presentations not considered as training
- Training sandpit unstable and access limited
- Online training modules not considered a comprehensive training package staff want face to face training.
- Ongoing support/training concerns particularly for the remaining 2000 schools

The PSA continues to hold meetings with the Department in relation to the above issues.

SCHOOL LEARNING SUPPORT OFFICERS' (SLSO) UPDATE

APPEALS:

In excess of 170 SLSO's appealed unsuccessful permanency applications. The vast majority of these appeals have been resolved with only a handful remaining. The Association is reviewing those outstanding appeals and will seek to have the matter relisted with the NSWIRC for arbitration.

The Association is in consultation with the Department to review the appeals process and develop guidelines for an open, transparent and timely appeals process for all SAS Staff in the future.

These guidelines will be discussed at the next Schools Departmental Committee meeting in November.

The PSA remains resolute in relation to SLSO's not supervising students without a teacher being present. SLSO's are there to support the teacher in the facilitation of educational programs. SLSO statement of duties clearly state: *'Under the supervision and direction of a teacher'*.

REDUCTION IN HOURS

If you have been told that your permanent hours are going to be reduced, please contact your delegate or the PSA schools team for assistance.

WORKPLACE HEALTH AND SAFETY – Return to Work Programs

The PSA has requested consultation with the Department on the implementation of its return to work programs for schools. This is due to an increase of members being advised that there were no *"suitable duties"* at their schools for them to return.

The PSA remains committed to members and will continue to advocate for members on a case by case basis. In the past, the PSA has successfully lodged disputes in the NSW Industrial Relations Commission which have resulted in positive outcomes for our members.

For further information on the changes to work health and safety you can go to the Workcover website at workcover.nsw.gov.au.

If members have WH&S issues, or require assistance with workers compensation, please contact the PSA for assistance.

STATEMENT OF DUTIES (SOD)

The PSA has been made aware of some confusion in the interpretation of the SOD, in particular, '*other duties*' – *undertaking other related duties as determined by the principal or the supervisor.*

These '*other duties*' must directly relate to the SAS Staff members SOD. Staff can't be directed to work outside of their SOD's.

PERMANENCY FOR LONG TERM TEMPORARY SAS STAFF

The PSA would like to remind all long term temporary SAS Staff of the ongoing ability to apply for permanency through '*expression of interest*' permanency. Detailed information can be accessed as listed below:

Log onto the DEC portal

- A – Z directories
- Human resources
- Non-teaching staff in schools
- Employee forms

If you were successful in gaining permanent hours, 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 your 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.

EMPLOYMENT STATUS:

Members are advised that Crown Employees (School Administrative and Support Staff) Award does not provide for 'casual' employment of SAS Staff in NSW Schools.

There are three contracts of employment in NSW Schools:

- Permanent employment (including part time)
- Long Term Temporary is for SAS Staff employed on a regular basis over more than one full school term, you are a long term temporary staff member.
- Short Term Temporary is for SAS Staff employed for a school term or less (paid a higher loaded hourly rate).

Despite the Association's efforts to clear up the confusion over employment status of SAS Staff the issue of transition from Short Term Temporary to Long Term Temporary is still affecting members.

REGIONAL SASS REFERENCE GROUP (RSRG)

The PSA and the Department have met to discuss the new model of support to schools and the ongoing operation of RSRG's within this new structure. .

If you are interested in participating in your RSRG committee, an expression of interest nomination will be sought in the near future.

Further meetings are scheduled and the PSA will keep members informed of the progress.

ONSITE INFORMATION SESSIONS

PSA Organisers are always keen 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 the PSA Schools Team.

ONGOING BANS

Members are asked to continue supporting these workbans:

- FM Web
- Cash Flow Budgeting
- SMS texting to parents
- Absences – Primary schools
- Use of 3rd Party software

For further information please contact the PSA on 9220 0900 and ask for the Schools Team.

**If you are not a PSA member ... Join the union now
On-line application www.psa.asn.au**