



SAS Staff News

March 2014

Please circulate this newsletter to all PSA members

LEARNING MANAGEMENT BUSINESS REFORM (LMBR) UPDATE

Members were advised in the February PSA SAS Staff bulletin, that a meeting with the Department was held on 19 February 2014. At this meeting the PSA presented the collated feedback received from members and discussed the ongoing fundamental systemic issues that members continue to experience with LMBR.

The Association has also written to the Department seeking an urgent meeting.

As a result, Mr Peter Riordan, Deputy Director General Corporate attended this urgent meeting with on Monday 10 March. The DDG informed the PSA that LMBR was now his direct responsibility.

Mr Riordan's informed the PSA of site visits he and Secretary Ms Michele Bruniges have made to some of the 229 LMBR focus schools. During these schools visits Mr Riordan witnessed and commented on the commitment of School Administrative and Support Staff in supporting the rollout of the LMBR system and he acknowledged in some detail, the overwhelming challenges being faced by PSA members.

The PSA has sought written assurances from the DDG in relation to several key areas of the LMBR rollout. The DDG did undertake to respond in writing to the areas of concern raised by the Association.

Members are encouraged to continue to log their issues with the Shared Service Centre and to email the PSA (school@psa.asn.au) where the information will be collated and presented at the next meeting. Please ensure that if you would prefer to remain anonymous that this is clearly stated on your emails, and the PSA will sanitise the information prior to presentation. The LMBR team has requested that contact details remain on all correspondence so that they can, if needed, address the issues as they occur in individual schools.

The PSA is scheduled to meet with Mr Riordan each fortnight and will continue to press your concerns with the LMBR rollout. The PSA will continue to keep members informed.

WORK HEALTH & SAFETY / WORKERS COMPENSATION

Members should do the following when dealing with ill-health as a result of work related stressors such as the increased workloads associated with the LMBR implementation. In the first instance:

- Document and report all work overload issues to your supervisor and/or Principal.
- Request additional support.
- Ensure if doing overtime, it has been authorised by the Principal prior to working.
- Ensure the overtime is paid at the appropriate rate, or time in lieu has been negotiated. All agreements should be documented.

If suffering ill effects as a result of work overload:

- Log an incident report with the DEC hotline, citing for example, LMBR work overload as the main contributing factor.
- Visit your General Practitioner (GP) explaining the work overload issues and any symptoms you have.
- Ensure the GP provides a **WorkCover Certificate of Capacity** and cites work related anxiety, work related depression or other specifically defined work related injury (note stress is NOT considered a workers compensation injury).
- Fax **WorkCover Certificate of Capacity** to the school within 48 hours (keep copies of everything for own records).

This information should then be forwarded by the Principal to the Work Health Safety Directorate to commence a Workers Compensation process.

SASS REFERENCE GROUPS (SRG)

The PSA has been notified that the 'Expression of Interest' forms are now available in **Schoolbiz**.

The PSA encourages members to consider lodging their interest and participating in these valuable groups. SRG's are crucial, as they provide essential high quality professional learning opportunities for all SAS Staff.

WORKERS COMPENSATION CHANGES: BENEFITS

The following information was provided to members in the February SAS Staff bulletin. Due to the high level of enquiries, the information is again presented in this bulletin.

0 – 13 weeks	See A below	
14 Weeks – 2.5 Years	If you're working 15 or more hours per week	If you're not working 15 or more hours per week
2.5 – 5 years	See A below If you have no work capacity indefinitely, or if you're working 15+ hours and earning \$168 per week, and are unable to increase how much you work/earn indefinitely	See B below If you have some work capacity but are not working 15+ hours and earning \$168 per week, or If you could increase how much you work/earn
5 + years	See B below	Your weekly payments cease
	If you are 'seriously injured' (30+% permanent impairment), or If you have 21–30% permanent impairment and either: have no work capacity, or are working 15+ hours and earning \$168 per week	If you have 20% or less permanent impairment, or If you have 21–30% permanent impairment and some work capacity but are not working 15+ hours and earning \$168 per week
	See B below	Your weekly payments cease

- A. You are entitled to the lesser of: 95% of your pre-injury average weekly earnings, less any current weekly earnings and the value of any non-pecuniary benefits.
- B. You are entitled to the lesser of: 80 % of your pre-injury average weekly earnings, less any current weekly earnings and the value of any non-pecuniary.

All members need to be reminded the importance of providing medical certificates.

WEEKLY PAYMENTS AND RETIREMENT INJURY BEFORE RETIRING AGE

If an injury occurs before retiring age, a worker may be entitled to weekly payments (this does not apply to injuries received before 30 June 1985). Weekly payments will cease on the day the injured worker reaches retiring age. Compensation for

reasonably necessary medical and related expenses may be payable for up to 12 months after weekly payments cease.

WEEKLY PAYMENTS AND RETIREMENT INJURY AFTER RETIRING AGE

If an injury occurs after retiring age (this will vary depending on year of birth and gender), you may be entitled to weekly payments for up to 12 months after the first date of incapacity (this does not apply to injuries received before 30 June 1985).

Compensation for reasonably necessary medical and related expenses may be payable for up to 12 months after weekly payments cease (this does not apply to seriously injured workers).

PSA Member Support Centre

NOW LIVE!



The Member Support Centre has gone live. There is now only one direct line to the PSA.

- Q:** What happens if I call the old number?
A: It will be redirected to our new 1300 number and your call will get through. This will occur for 12 months.
- Q:** I'm a regional member and I use to call the PSA's 1800 number. What do I do now?
A: Regional members will now also use the same 1300 772 679 as metro members. The 1300 number will cost the same as a local call, regardless of length of call or where the call is from.

For further information please contact the PSA Member Support Centre on 1300 772 679 or email schools@psa.asn.au

If you are not a PSA member ...

Join the union NOW

On-line application

<https://membership.psa.asn.au/join/>



Create a PSA email folder and save all correspondence for future reference.