



SAS Staff News

April 2014

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

LMBR UPDATE

As a result of the PSA's strong representations, the Deputy Director General, Corporate, Mr Peter Riordan and Secretary Ms Michelle Bruniges resolved to personally visit a number of the 229 LMBR focus schools. Mr Riordan advised the PSA that all LMBR schools were contacted during the week commencing 24 March 2014 regarding a self-assessment to obtain a base line status for day 1 Term 2.

PSA concerns about inadequate support and training has led the Department to train 'specialist' support staff to provide additional support to schools experiencing difficulties'.

These Change Implementation Officers are currently employed on the help desk and will be ready for deployment in schools as required. There is 24 staff in the current cohort with their contracts being extended to term 2. The Department will review progress and it has been suggested that another cohort may follow to provide more support if necessary.

The Department and the PSA has agreed to meet on a fortnightly basis to share information in a concerted effort to support members employed in the 229 focus schools during the difficult implementation stage of LMBR. Both parties recognise the challenging problems being experienced by SAS staff.

The PSA met with Mr Riordan and other Departmental officers yesterday and raised members' feedback as follows:

- "Specialists" were not selected from the 229 schools, therefore they may not have the required base line knowledge of LMBR; and
- School Administrative Managers working

in the 229 schools are feeling unfairly compensated for their work with LMBR, which has been highlighted by the understanding that a special, higher pay rate has been offered to the "Specialists" even though the 229 SAMs are doing the LMBR work.

The Department's response was the Change Implementation Officers are being paid as trainers at the trainer rate of pay.

The Union was also advised by the Department that they have selected one of the 229 focus secondary schools for deployment of a specialist team from SAP, ITD and Tribal to validate the system. This onsite system validation will ensure that the functionality is adequately suited for its intended purpose.

The PSA was also advised by the Department that the Primary Principals' Association and the Secondary Principals' Council have requested workshops for Principals and School Administrative Managers. A draft agenda was proposed:

- Articulate issues
- identify gaps
- improvement strategies and support required for LMBR implementation
- Skill development activities for SAMs
- Budget tool training for Principals

The PSA raised concerns about a rumoured roll out to the remaining 2000 schools in 2014 and was assured by the Department that there will be no new functionality rolled out to the 229 schools and no roll out to the remaining schools until the 229 schools are confidently operating all core functions of existing LMBR modules.

Also raised was the possibility of establishing a LMBR alliance group. Mr Riordan advised the Department would prefer, at this stage, to monitor the effectiveness of the fortnightly meetings between the parties.

Members are urged to contact Ms Sorcha O'Neill – Senior Officer Service Delivery Corporate Services on (02) 9561 1218 for assistance if required. Also contact the PSA schools team with any problems so they can be raised and discussed at the joint fortnightly meetings.

GENERAL ISSUES

The PSA encourages all members to:

- Not work unpaid overtime/additional hours
- Work strictly to '**Statement of Duties**'

The situation of work overload, working beyond '*Statement of Duties*' and working without pay outside working hours had developed because the Department has exploited the goodwill and commitment staff has shown toward students and the school community. If this situation continues then there is no impetus on the Department to recompense employees.

The Union calls on ALL PSA MEMBERS to **work to rule** in support of colleagues working in the 229 LMBR focus schools.

SAS staff members (excluding General Assistants) are reminded that in the event of an incident any workers compensation claim related to work overload would be complicated if the above is ignored.

WORKING DURING SCHOOL VACATION

The PSA reminds members not to work during school vacation.

Deputy Director General Peter Riordan, acknowledged the Department would NOT be offering additional salary to SAS staff during the coming vacation period. It was agreed SAS staff deserve a relaxing break.

DO NOT WORK DURING THE SCHOOL VACATION!!!

PROGRESS DUE TO PSA MEMBERS

Thanks to all our members who have taken time to give feedback and have taken a stand as it has assisted the PSA to make the progress as reported in this bulletin. The Union will continue to advocate for all members.

EASTER BREAK

The PSA would like to wish all members a well-deserved Easter Holiday break. If you are travelling – travel safe.



For further information please contact the PSA on 1300 772 679 and ask for the Schools Team or email schools@psa.asn.au

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

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