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AH:ljm: A14/1275

Mr Peter Riordan
Deputy Director General, Corporate Services
Department of Education & Communities
GPO Box 33
SYDNEY NSW 2001

By email: peter.riordan3@det.nsw.edu.au

Dear Mr Riordan,

Re: LMBR Consultation Meeting

As agreed at Monday's task force meeting, I forward you the following information on LMBR.

Feedback from LMBR consultation with PSA members

At Monday's meeting, the PSA verbally provided some information we had gathered from two consultation processes with PSA members in the 229 Focus Schools.

In the first round of LMBR calls to 229 Schools 117 Schools were contacted and the PSA found:

- almost 100% of schools supported a cessation of LMBR readiness or deployment beyond the 229 Focus Schools
- almost 100% supported the reinstatement of deployment officers
- almost 90% supported access to centrally funded casuals for non-LMBR work. Please note there was also significant feedback that they wanted the option provided of payment for overtime of hours worked or TOIL at their choice. The main reason given by the 10% who did not want casuals was that they wanted their overtime recognised and funded.

The PSA is still collating data from the second round of consultation which focused on the Department's Action plan. However a summary of the responses are:

- members were unhappy with the absence of important elements in the Department's plan, an overwhelming concern was that the Action Plan offers them “no real relief” from their excessive workloads.
- members find the helpdesk is limited in its assistance and they are not happy that the Action Plan only includes five SALM officers' options as they don't think this is sufficient to address the issues.
- members want relief from the non-LMBR workload due to the prolonged time they are spending on LMBR.
- members are glad the Department has agreed not to continue on readiness or deployment beyond the 229 Focus Schools.
- members want recognition of the hours they work and to be paid for it.
- members want a greater amount of LMBR funding specifically tied to SAS Staffing.
- Members require “more on the ground support” and real relief, the form of which should be at the election of the SAS Staff at each school and not at the discretion of the Principal. Members want the option of one, or more of:
 - i. additional tied funding for overtime payment or TOIL, the choice should be the staff member's.
 - ii. additional tied funding for the option of additional SAS staff, and
 - iii. reinstatement of the deployment officers fully trained in all LMBR platforms. PSA members sought that the deployment officers were trained properly in SALM as well as the other platforms.
- members thought there should be some form of compensation for their endeavours to get LMBR to the state it is in today despite the chaos it had caused in their schools over the preceding period of its deployment.
- members want more face to face training and associated hands on support.

Workers Compensation information request

The PSA is interested to know about the WHS impact of LMBR on the Focus Schools. Specifically, the PSA requests Workers Compensation data as it relates to the 229 Focus School pre and post LMBR implementation.

The PSA requests that the Department provide all relevant WHS information relating to the LMBR Focus Schools including, but not limited to:

- psychological injuries;
- time off;
- associated costs;
- reporting mechanisms to staff; and
- return to work plans.

In addition, the PSA seeks information on what systems the Department currently has in place for reporting, identifying and addressing WHS issues, risks and incidents in the LMBR schools.

Future LMBR task force meeting dates

Finally could you advise what additional dates have been set for the LMBR taskforce meeting in Term2?

Should you have any questions regarding this request please contact me on 9220-0976.

Yours faithfully,



Andrew Holland
DIRECTOR INDUSTRIAL

27 March 2015