



Public Service Association of New South Wales

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In reply please quote:

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13 August 2015

Mark Philip
Director, Industrial Relations
NSW Department of Education
35 Bridge Street,
Sydney NSW 2000

Dear Mr Philip,

Re: Workload concerns arising from LMBR

I refer to your letter dated 6 August and received by the PSA on 11 August 2015.

In our correspondence of 27 March 2015, the PSA advised the Department that our members, when surveyed on the DRAFT LMBR Action Plan, expressed overwhelming concern that the Action plan offered no real relief from their excessive workload. Indeed, the PSA has been raising the issue of workload as a result of the LMBR for a number of months without a satisfactory response from the Department.

Your Department's letters of 12 May and 1 June 2015, which you point to as the correspondence, which addresses this issue, in fact, make no mention of workload at all.

The PSA has not been provided with a final copy of the LMBR Action Plan and Mr Mark Grant, who is leading the implementation of LMBR for the Department has stated in an email to Maria Cirillo, PSA Director, that he is unaware of the existence of the document.

Requested Action

The PSA therefore requests that you advise us in writing of your position on our proposals for alleviating workload stress for our members, specifically:

- PSA Members want recognition of the hours they work by being paid for it.
- PSA Members want a greater amount of LMBR funding specifically tied to SAS Staffing.
- PSA Members require "more on the ground support" and *real relief* from workload issues created by LMBR. The form of this relief should be:

- i. additional tied funding for overtime payment or TOIL, the choice should be the staff member's; or
- ii. additional tied funding for the option of additional SAS staff, and

The individual SAS Staff members should have the choice of which of the above options to take. Could you please respond in writing to this letter prior to the next LMBR Task Force meeting on the 24th August 2015 so that we can discuss our request and your response at the meeting and determine what action is required. I request a response to the requested action items listed above by 12:00pm on the 21 August 2015. I wish to clarify that I am the contact person at PSA for issues relating to the LMBR. When providing a response to this letter can you please e-mail me on vbabicheva@psa.asn.au and/or if you are posting a response please attention any correspondence to me.

I wish to put you on notice that given the protracted nature of this matter the PSA is considering utilising the dispute resolution procedure set out in clause 15 of the Crown Employees (School Administrative and Support Staff) Award to resolve this matter.

Thank you in advance for your response.

Regards,



Vera Babicheva,
Industrial Advocate.