

# Pay equity (equal remuneration) campaign for SAS staff

The PSA has commenced a pay equity (equal remuneration) campaign for SAS staff (School Administrative Officers, School Learning Support Officers, School Administrative Managers and Aboriginal Education Officers).

## What is equal remuneration?

Simply this means that men and women should be paid equally for work that is of either equal or comparable value. Thus, women who perform work of equal skill and responsibility to men under the same or comparable conditions and determined according to an objective measure, should be paid equally.

## The NSW Equal Remuneration Principle

In 1996, the Industrial Relations Commission of NSW held a Pay Equity Inquiry and in 2000 it established Australia's first Equal Remuneration and Other Conditions Principle to redress the historical gender-based undervaluation of women's paid work.

The NSW Equal Remuneration Principle, among other things, allows for fresh assessments of the value of work and the rates of pay in an award where the current rate is undervalued on a gender basis.

And we believe that the work of SAS staff is undervalued.

## What's the strategy?

The first and arguably most important step in any pay equity case is the evidence gathering.

A pay equity case is in effect a work value case. To be successful we need to show that members are performing significantly more work, duties, tasks and responsibilities than when the current Statements of Duties (SoDs) were last reviewed in 1995.

We believe the existing SODs of SAS staff do not reflect the work undertaken by our members.

So we need to be able to accurately reflect the up to date duties that are performed by SAS staff. And to do this properly we need to ask members what work they are doing and what has changed in comparison to the existing (but outdated) SoDs.

That is why the PSA Schools Departmental Committee supports a proposal to ask members to identify what additional duties are being undertaken by SAS staff compared to the current SoDs.

To assist members in this exercise we have developed a table which breaks down each SASS SoD into tasks and separate columns which allow members to answer:

- Does this accurately capture the current work/duties/tasks and responsibilities of this position?
- How has this duty changed over time?

You can access these tables [HERE](#)

[\(http://psa.asn.au/schools-officers-duty-tables/\)](http://psa.asn.au/schools-officers-duty-tables/)

And we ask members to fill in the tables and email them to Ndefazio@psa.asn.au by 30 September 2015.

This information will be used as evidence of the work undertaken by members in schools and will allow us to then identify which members we can put forward as witnesses to support our case.

We are also working with our lawyers to identify several expert witnesses. The expert witnesses will work with us to confirm that in relation to SASS staff there is evidence of gender inequity.

## What can you do?

- Go [HERE](#) print out and fill in the table
- Give a copy of this bulletin to your colleagues.
- Print this bulletin and put it up on your notice board.
- Ask a colleague to join the PSA today.

Join the PSA

[membership.psa.asn.au/join](http://membership.psa.asn.au/join)

