

Public Service Association of New South Wales

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In reply please quote: ST:VB:cj
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Mr Mark Philip
Director, Industrial Relations
Department of Education & Communities and
Managing Director of TAFE NSW
35 Bridge Street
SYDNEY NSW 2000

Email: mark.philip@det.nsw.edu.au

Dear Mr Philip,

I refer to the discussion at the LMBR meeting on Monday, 24 August 2015.

There were two main outcomes arising from that meeting that the PSA wishes to follow up on in writing.

The impact of LMBR on workload

The PSA has surveyed its members and is well aware of the overwork and unpaid hours being undertaken by our members.

It appears that some schools are able to properly address the increased workload that comes from LMBR by paying SAS staff overtime or time in lieu, or by hiring additional staff. However our survey proves that some cannot or do not do this. This has led to a two-tier system with unfair burdens on the schools without the resources.

At the meeting on the 24 August 2015 the PSA and the Department discussed the need to collect information on the actual expenditure on overtime and extra staffing. This would enable determination of the resources that may be needed to properly manage LMBR.

In this letter the PSA wishes to formally request that the Department collect information through its records on the amount of overtime that has been processed and what additional resources have been provided in the 229 schools. The information that the PSA is seeking as follows:

In the 229 schools:

- What is the average weekly overtime paid to SAMs, SAOs and Business Managers at each of the 229 schools over the last 12 months and at present?
- What is the average weekly time off in lieu afforded to those same classifications of staff at each of the 229 schools over the last 12 months and at present?

- Are there additional staff that have been employed to implement LMBR over the last 12 months and at present? If so:
 - What classification and type of staff are they?
 - What source of funding is used to employ additional staff?
 - What schools did this occur at?
- Are there any other additional resources that have been and are being used by the 229 schools to implement LMBR?

The PSA wishes to obtain information of both the current situation and a comparison to how this issue has progressed over the last 12 months.

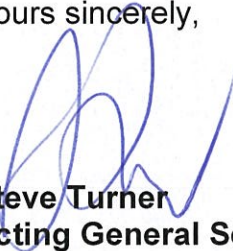
Request for a directive on the performance of overtime

At the meeting on the 24 August 2015, the PSA put the ask on the Department to put out a directive to all Principals and SAS staff working with the LMBR not to work overtime unless this has been directed or approved by their Principal and as such subject to payment for overtime or time off in lieu for the SAS staff member.

The Department took our request on notice and stated that they will get back to us once they have consulted with the Director of Industrial Relations. The PSA has not heard back on this request at this point in time and we wish to follow up in writing to request that it is responded to.

Can you please provide a written response by close of business Friday, 4 September 2015 in relation to the above two outstanding issues.

Yours sincerely,



Steve Turner
Acting General Secretary

| **September 2015**