

8 October 2015

Member update on PSA meeting with Minister of Education on the LMBR

On 25 September 2015, the PSA met with the Minister of Education, Adrian Piccoli to discuss the serious concerns of SAS staff in relation to the LMBR. In particular, the unreasonable workload this system has created for so many SAS Staff. The PSA does not want LMBR rolled out any further until the issues are fixed because we do not want any more SAS Staff exposed to the unreasonable workloads.

By way of background, this meeting was requested by Acting PSA General Secretary Steve Turner, who wrote to the Minister on 27 August 2015 requesting an urgent meeting to discuss the workload pressures and the flaws of the LMBR system. To read a copy of this letter click [here](#)

(http://psa.asn.au/wp-content/uploads/2015/10/2015.08.27_PSA-ltr-to-Minister-Piccoli-re-LMBR-in-Schools.pdf)

The Minister responded by agreeing to a meeting. Read the Minister's response [here](#)

(http://psa.asn.au/wp-content/uploads/2015/10/2015.09.04_Response-Ltr-to-A-Gen-Sec-from-Adrian-Piccoli-MP-re-LMBR-in-school.pdf)

The meeting was arranged for 25 September 2015.

The PSA agenda on LMBR

The PSA had a clear agenda going into the meeting with the Minister. The PSA continues to hold serious concerns about the LMBR system rolling out in the first half of 2016. Steve Turner put the following asks on the Minister in the meeting:

- That the Minister not roll out LMBR beyond the 229 schools until issues with the LMBR have been resolved. The PSA requested six months notice from the point where LMBR is ready for our members' issues to be addressed.
- That our members' industrial issues be addressed. Specifically, the PSA wishes to see the issue of workload addressed via centralised funding for overtime and trained relief staff to ensure that all schools are equitably resourced.

The readiness of the LMBR system

The Minister made the following points in relation

to the readiness of the LMBR system to non-229 schools:

- that the Department advised him that the system is now working. Consequently, the Department and he are confident that the system is ready to be rolled out in 6 months time
- LMBR will be rolled out unless there is some catastrophe or evidence not to do so
- that he has the power to pull the plug on LMBR
- that the roll out 18 months ago was not handled well.

The PSA questioned what evidence the Minister is relying upon in determining that the system is ready. The Minister indicated that he considered:

- Does the system work?
- Is the IT system enough?

The PSA submitted that technical readiness should not be the only determining factor. The issue of industrial readiness must also be considered. For example, the issues of unreasonable workloads should be resolved prior to roll out.

The Minister's representative responded that the Department is now more conscious of this issue than they have been in the past.

By way of background, the LMBR meeting with the Department and PSA on 24 August 2015 included discussions around whether Principals have adequate training to comply with industrial obligations under the award. Specifically, the PSA questioned to what extent Principals, who are now the primary decision makers under Local Schools, Local Decisions, have the industrial understanding and knowledge to ensure compliance with award entitlements. The Department responded that Principals are required to attend mandatory training on this issue. If there is a performance issue, it goes back to the Director in the Department who has the power to oversee the process and take action if there is non-compliance.

LMBR workload problems

The PSA advised the Minister that we have survey data to show that LMBR has created workload problems. This problem is exacerbated for smaller schools who are not as well-resourced as the larger high schools. This means that smaller schools are less able to pay overtime or engage relief staff to help with the workload.

The PSA's challenge to the Minister

Towards the end of the meeting, the PSA put a challenge to the Minister – to visit an LMBR school of the PSA's choice and to hear directly from our members about the reality of the workload problem created by the LMBR system.

The Minister accepted this challenge and indicated that he would visit an LMBR school together with Acting PSA General Secretary Steve Turner.

What's next?

The next step will be to arrange for this important visit by the Minister to an LMBR school.

Now is the time to prove to the Minister that LMBR is not yet ready for roll out.

Your workload issues have not been adequately addressed by the Department of Education. If it gets rolled out, those concerns may never be addressed.

What is the PSA is doing to support members?

- The PSA will shortly ask members to be loud and clear about your views on the readiness of the LMBR. This important feedback will go directly to the Minister and relevant Department of Education staff.
- From Day 1 of Term 4, 6 October, the PSA will have extra staff on hand at our Member Support Centre (MSC) for members who need to speak with us about issues arising from the EBS4 roll out. If you experience difficulties with the EBS4 or any aspect of LMBR, contact the MSC on 1300 772 679.

As always, the PSA wants to hear your voice on the issues. If you have an LMBR story or point of view to share, or you are interested in helping the PSA with this claim please email:

schools@psa.asn.au

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