

Public Service Association of New South Wales

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In reply please quote: *ST:VV*

The Hon. Adrian Piccoli, MP
Minister for Education
GPO Box 5341
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Dear Minister,

The Public Service Association (PSA) is disappointed that the Minister for Education (the Minister) has decided to deprioritise and therefore cancel today's meeting scheduled to discuss the Learning Management Business Reform (LMBR) system.

Cancelling this meeting at this late stage of the year potentially voids the Minister's offer to consider evidence that the LMBR is not ready to roll out early next year.

This is particularly distressing given:

1. That the PSA's arranged Primary School visit for the Minister was compromised earlier this school term following reports of the Minister's Department providing unprecedented LMBR support to that Primary School.
2. That a member of the support staff at this same Primary School was attending today's meeting to report directly to the Minister about her school's experience of working with LMBR.
3. That a member of the support staff from a different LMBR school rearranged her weekend away with loved ones in order to meet with the Minister to convey her concerns about your decision to roll out.
4. The unreasonable pressure and workload our members have absorbed on behalf of the department to make the roll out of the LMBR a success.

The PSA requests that the Minister prioritise meeting the PSA and put on hold any further roll out. Staff working extra hours must be recognised and paid for this work. The Department of Education has been provided the results of a survey we ran which demonstrates that the vast majority of School Administrative and Support (SAS) staff work additional hours on a regular basis in order to survive the LMBR workload.

Reasonable arrangements to address the above could include a direction to the Department that it ensure that school budgets provide for the paid overtime, and/or additional resourcing necessary for LMBR to succeed. This can be calculated by considering:

- the PSA's evidence on additional hours worked by SAS staff;
- the Department's data on overtime paid in the 229 schools;

- the Department's data on time in lieu given to SAS staff in the 229 schools,
- the Department's data on additional SAS staff hired at the 229 schools.

The combination of the above information shows that LMBR requires more staff resources than provided. Until this is recognised and addressed it cannot be claimed that LMBR is ready to roll out.

The PSA has other evidence demonstrating the system is not ready to roll out. This evidence includes:

- statements with supporting documentation from a school recently visited by the Department of Education's LMBR officers who were allegedly unreceptive to the views of the staff working directly with LMBR.
- a survey of support staff working in the 229 LMBR focus schools which demonstrate that the vast majority do not agree that LMBR is ready to roll out to any further schools.
- written statements of support staff working in 229 schools.

The PSA members in the 229 focus schools are keen to see LMBR succeed. However, we believe that for success to occur the Minister and the Department must be prepared to work constructively with the PSA as the union representing the staff working directly with the system. We have repeatedly advised the Department that the system has caused extreme pressure and workload stress for our members. The department's decision to ignore this advice threatens the success of this project.

We urge you to please consider implementing measures such as those described above and to guarantee that the focus of the centralised resources supporting the 229 LMBR schools will not be diluted as additional schools transition onto the LMBR.

The PSA also requests that you do not roll out the LMBR any further until the staff who work *directly* with LMBR agree that it is ready.

You are receiving this letter by email today, a hard copy with the attached relevant documents to support the contents of this letter will be posted to you.

Yours sincerely,



ANNE GARDINER
GENERAL SECRETARY

4 December 2015