



12 May 2016

SAS Staff LMBR update

LMBR update

The PSA is working closely with the 55 schools in the Hunter / Central Coast areas scheduled to 'go live' on 16 May 2016. While the PSA supports the upgrading of technology in schools, our concerns are based on member feedback relating to training, appropriate support, workloads, pace of the roll-out and the potential WHS impact on SAS staff.

The PSA continues to hold regular fortnightly meetings with the Department in relation to the roll-out and its effects. To facilitate this, the PSA developed an online template feedback form for members to complete and submit directly to the PSA. This ensures your concerns and issues are raised directly with the Department in a timely manner.

PSA breakthrough on industrial impact of LMBR

At the previous LMBR meeting on 11 April 2016, the PSA had a breakthrough in discussions with the Department and requested a separate meeting to address the industrial implications of LMBR. This addresses a long-standing concern that the LMBR meetings have been largely focused on the technical aspects of LMBR, but have

not sufficiently addressed the industrial implications such as workloads.

Thank you to all our members who have completed and continue to complete the feedback form. The information received is essential to our ongoing discussions with the Department.

Members have advised the PSA the Department has given them the impression that "everything is going well" with the 229 schools. The feedback the PSA is constantly receiving from members differs from this perspective. The PSA has collated all member feedback which is available for members to access on the PSA website **[HERE](#)**.

[\(http://psa.asn.au/lmbr/\)](http://psa.asn.au/lmbr/)

The purpose of making this available to members is to make you aware you are not alone and that your colleagues may be experiencing possibly the same issues as you. All SAS staff are reminded that by being a member of the PSA you have collective strength and a united voice.

All members in the LMBR schools, and pending deployment schools, are strongly encouraged to take the time to complete the feedback form. A link to the form is available **[HERE](#)**.

[\(http://psa.asn.au/lmbr-feedback-form/\)](http://psa.asn.au/lmbr-feedback-form/)

PSA win on payment of overtime or provision of time off in lieu for hardworking SAS Staff

The Department has issued a formal advice to Principals in relation to the payment of overtime/time in lieu. This was circulated through Schoolbiz 'critical readings' in the Week 1 Term 2 issue.

Members are reminded that the payment of overtime is in your award. It is an entitlement: you must be paid or negotiate time in lieu. Please don't hesitate to contact the PSA by completing the online feedback form linked above if you have any concerns relating to the payment of overtime.

In light of this, the PSA have developed a campaign - the 'LMBR Users Survival Guide'

which reminds all School Administrative and Support Staff of the following;

- Know your job, do your job, get paid for what you do
- Don't be a cut-price employee
- How many unpaid hours have you 'donated' this week?
- Do you feel valued?
- Change starts with you

The PSA reminds SAS Staff that prior approval must be sought from the Principal for overtime or time off in lieu. Please remember that by not claiming overtime entitlements members are not showing the true cost of the LMBR system and not supporting their fellow colleagues who are claiming and accessing this entitlement.

The Department has stated that SAS in LMBR schools are claiming overtime. So...make sure you do too!

Click [HERE](#) for posters

(<http://psa.asn.au/sass-lmbr-posters/>)

Click [HERE](#) for overtime data bulletin.

(<http://psa.asn.au/wp-content/uploads/2015/12/Department-of-Education-overtime-data-December-2015.pdf>)

Join the PSA
membership.psa.asn.au



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