



PUBLIC SERVICE ASSOCIATION
OF NEW SOUTH WALES

General Secretary Stewart Little
President Kylie McKelvie
ABN 83 717 214 309

Pay Equity Package – Q & A

1. When will my pay rise and back pay commence?

If the package is agreed to by the IRC on 13/9 the DoE payroll section will commence calculation and payment as directed. This should occur well before Christmas.

2. Why is the Department saying it's only 11%?

The Department has not calculated the cumulative effect of the increase meaning the amount that you will actually receive once all the increases are added on top of each other.

So that members know the full impact of the increases our Barrister and Solicitor have accurately calculated the actual percentage increase this package will deliver, cumulatively, over the next three years.

3. So we get 2.5% over the next two years, isn't that just what the Department gives us anyway?

No, every year the PSA has to put a pay case together for members to get a pay rise in the public service. There is **no** CPI increase or standard increase.

Every year the PSA goes to the Industrial Relations Commission to fight for your pay increase. It is not guaranteed that the outcome will be a 2.5% increase, this is the cap that the Government has set and what we have been able to win for members each year up to now.

If next year, the pay rise is only 1.5% or 1% all SAS Staff will still receive the 2.5% we have won for you. That has been secured by the Pay Equity Case package.

4. Your video says only levels 3 and 4 get the increases, what about staff in primary schools or just starting out?

All levels will receive the increases. This was just to demonstrate the dollar figures that would apply in those circumstances.

5. What happens if in the 3rd year other public classifications get higher pay rises than ours will we get a top up?

No, it is a 3 year award. It is unlikely however that others will get a greater pay rise. In the current climate and in some states some public servants are getting less than 2.5% including super changes.

Most states are only giving a 1% increase and Western Australian public servants pay increase is a flat \$1000 per year.



6. The pay increase is great but will I lose hours because there isn't enough funding?

No, the Department has advised that the pay increase has been funded by the NSW Treasury separate to the RAM funding. If members lose hours because of the pay increase, they should contact the PSA immediately.

7. What if the Principal directs me to undertake first aid but I faint at the sight of blood?

Advise the Principal of your situation and ask that other staff in the school be asked to undertake the role. Should you need assistance in negotiating this the PSA will assist. In addition, appropriate training and certification will continue to be required.

8. Why is it now called 'medications' allowance and not 'prescribed medications' allowance?

The Department has advised that the policy on 'prescribed medications' will be changing in the near future to update it. However, the documentation will continue to be necessary to ensure protection of the student and the staff member. When we are in the process of consultation about this policy change we will include members in the consultation.

9. Is there anything not included in the vote bulletin that is being traded off?

No, all elements of the package are outlined in the vote bulletin or explained in our Barrister David Chin's statement sent to members.

10. In the video Wendy Hurry says she has concerns about some of the elements, what are they?

The elements of concern Wendy referenced are:

- The PSA is committed to continuing to fight for members in attaining permanency. We would have like this to be part of the package.
- The ability for principals to direct staff to undertake first aid and administration of medication - PSA will support members to ensure they are appropriately trained in first aid and administration of medication, and in receipt of the applicable allowance. This does not mean that every officer will be performing first aid and/or administration of medication. The number of SAS staff required to perform these duties will still be dependent on the number of first aid allowances currently paid per school however if they direct you to do the work, you must be in receipt of the allowance.
- Wendy would have preferred to retain a SAM in every school however, the PSA has secured a commitment from the Department that every school will be required to employ either a SAM or a BM, or both.

11. If the SAM leaves my school or a local school and I want to apply for that job but the Principal decides to appoint a BM what can I do?

You can still apply for the BM position.



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12. What if I have a permanent SAM position and apply for a BM position, will the BM position be permanent?

Due to Local Schools, Local Decisions that will be a decision for the Principal. BM positions can be either temporary or permanent depending on what the Principal believes is best for their school.

13. Will the SAM position still be part of the Staffing Formula?

Yes, a BM can only replace a SAM if the SAM chooses to leave their SAM position and if they do the SAM position will continue to be funded.

14. What about the Staffing Formula in relation to other positions?

The Staffing Formula for all other positions remains the same.

15. More money is great, but it doesn't stop the workload. We need more people not just money.

We know that you are all impacted by these issues. The PSA is committed to continuing to work on fixing both workload and staffing issues through the Department's Staffing Methodology Review and Administrative Burden Review. Both issues will still be on the agenda of your union.

16. Why do we have new Statements of Duties (SoD) and what are the main differences?

The existing SoDs are very old and out of date and include language that diminishes the skills inherent in the work you do. The SoD have been modernised as part of the process before the NSW Industrial Relations Commission.

The main changes in most SoDs are the addition of being able to be directed to provide First Aid and/or Medications. Anyone who is directed to undertake these duties MUST be appropriately trained and MUST be paid the allowance/s.

BM's SoDs will include the ability for them to supervise SAOs should the Principal wish for this to occur.

SLSOs SoDs change in relation to the support they are expected to provide in line with student's Health Care Plans. For SLSOs this will be non-invasive procedures and for SLSO (SHS) this will be those procedures currently referred to as "Health Care Procedures". Again, when this occurs staff MUST be appropriately trained and be receiving the appropriate allowances.

NOTE: These arrangements will need to be consulted with staff but can ultimately be directed. Should you need assistance during the consultation please contact the PSA and we will assist.



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17. Will the new SoDs only apply to new staff?

No, if the package is accepted they will apply to existing staff as well. It is the responsibility of the Department of Education to ensure that all staff, including principals and relevant teaching staff, are aware of and trained in the changes if they require the duties to be undertaken.

PSA members will have access to expert industrial advice to assist them with any issues that may arise. To ensure they have the union's strength behind them any non-members should join now.

18. What about BMs supervising, can they take that over from the SAM?

While it was non-negotiable for BMs to have the option of supervision included in their SoDs, the supervision and leadership of the admin team remains a specific part of the SAM role. This is recognised in their new SoDs.

19. Are BMs now able to supervise SAMs?

In the Sam SoDs under reporting it outlines that the SAM reports to the Principal or delegate. In other discussions we have had with the Department we have clarified that this must be a member of the executive teaching staff.

20. What is an invasive procedure and what is not?

This is covered in the updated SoDs. We encourage all members to read the SoDs carefully before voting.

21. Do we have to work from 7.30am to 6pm now?

No. This is the new bandwidth or "span of hours". This only means that there is more flexibility with start and finish times. If you have carers responsibilities or other demands that require you to have flexible working arrangements these will continue or can be negotiated with the assistance of the PSA.

There is no change to your normal daily or weekly hours and you are not required to work above them. Any change to start and finish times should be in consultation with the staff affected.

For further detail read our Barrister David Chin's report.