



## SCHOOL SUPPORT STAFF ARE WORTH 100%

The PSA knows that School Support Staff are worth their weight in gold. That is why our ongoing campaign is called Worth 100% – Paid. Protected. Permanent

### 100% PAID

After many years of building our case and collecting and lodging evidence, we have finally concluded our Pay Equity case for SAS Staff resulting in a 19 per cent pay rise over three years. We will now continue working on the other two elements of our campaign – Protected and Permanent.

### 100% PROTECTED

Over the last few years there has been an alarming increase in incidents of workplace violence, workload and work intensification in schools.

The PSA will fight for members to be 100 per cent protected no matter where they work in the school whether that be in the office, the school grounds, the classroom or the science labs. Incidents may include, but are not limited to; spitting, hitting and kicking when working with students, physical injury due to maintenance or chemical handling as well as the significant psychological pressure placed on administrative staff due to workloads. Both physical and psychological incidents can have a detrimental impact on your wellbeing.

### 100% PERMANENT

The PSA fought for, and won, a Determination in 2012 that allows eligible staff to be converted to permanent. However, as a result of the introduction of Local Schools Local Decisions, this determination continues to be undermined, resulting in many School Support Staff in insecure work for years. More than 60 per cent of School Support Staff in some classifications are temporary employees.

This has impacted their ability to apply for home loans or have security around their income so they can plan for the future. The PSA believes long-term temporary School Support Staff should be converted to be permanent so that they have a secure job for the future. We will continue to fight for these improvements to members' conditions.

### THREE WAYS TO SUPPORT THE WORTH 100% CAMPAIGN

Join the PSA today – visit [www.psa.asn.au](http://www.psa.asn.au)

Join up a colleague – talk to your workmates about the campaign and what the PSA is working on next.

Request a meeting your workplace – contact [schools@psa.asn.au](mailto:schools@psa.asn.au) to find out how!



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