



Public Service Association of NSW

General Secretary Stewart Little **President** Nicole Jess

160 Clarence Street, Sydney NSW 2000 GPO Box 3365, Sydney NSW 2001

☎ 1300 772 679 📠 (02) 9262 1623 ✉ psa@psa.asn.au 🌐 www.psa.asn.au ABN 83 717 214 309

In reply please quote: **GS:cj CN-155094**

14 September 2021

Ms Leah Anderson
Director , School Recruitment and Placement
School Workforce
NSW Department of Education
105 Philip Street
PARRMATT A NSW 2150

By email: leah.anderson@det.nsw.edu.au

Dear Ms Anderson,

**Re: SAS Staff Pay Equity Terms of Settlement SLSO (Student Health Support)
Transition**

The Association refers to the Departments correspondence dated 6 September 2021 (your ref: DOC21/976919).

The PSA acknowledges the Departments response to the issues raised by the Association in its correspondence of 16 August 2021 and via email on 2 September 2021 and provides the following advice.

In relation to the questions contained in 16 August 2021 correspondence –

Question 1 . The PSA requests a copy of the data of actual number of SLSO's that transfer in the initial transition to the SLSO SHS classification.

Question 2. The PSA is disappointed that no criteria has been established to assist SLSO members who consider that they have a legitimate reason for not being transitioned into the SLSO SHS role. The Association will raise any individual case with the School Recruitment and Placement Unit following the 30th September deadline to outline members exceptional and compelling reasons for consideration.

Question 3. The Association appreciates the provision of requested current data on the 19 August 2021 . The PSA requests that a summary data table be provided to capture actual number of staff who transfer in the initial SLSO SHS transition, and to also include the number of staff who transition in the subsequent 2nd phase and those who are still in receipt of the SHS allowance who remain as SLSO's.

Question 4. The PSA considers that the Department has not provided an adequate response to this question. The Association seeks ongoing discussions around how the Department will ensure SLSO's will work to their statement of duties once the transitional arrangements extinguish post the SLSO SHS transition process conclusion.

In relation to the questions raised by email on 2 September 2021 –

Question 1. Noted the PSA will advise members to work to their statement of duties and to not perform work where they are **not** in receipt of the appropriate allowance.

Question 2. PSA notes the Department's response and recognises that identified staff in receipt of the Health Support Allowance will transition in the 1st phase.

Question 3. PSA response as per question 2.

In relation to the final transition communication material drafts, the PSA makes the following comments as to accuracy-

Question 1. Regarding item 3 SLSO SHS fact sheet- Rates of Pay, 2nd paragraph states SLSO may be required to provide SHS when SLSO SHS absent. The SAS Staff award and the Expanded Terms of Settlement are silent on this point. The Department's fact sheet says 'may be required' subject to paying allowance or Higher Duties which **is not** WILL or MUST perform SHS duties.

Question 2. item 4 information for Principals, Emerging student need 2nd dot point. SAS Staff award and Expanded Terms of Settlement are silent does not provide again for SLSO to do this.

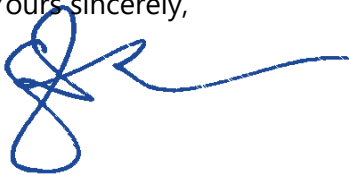
Question 3. item 4 Special Circumstances- Dot point 4 again SAS Staff award and Expanded Terms of Settlement are silent regarding continuing to pay allowance to SLSO post transition of identified SLSO's to new SLSO SHS classification.

These issues raised by the PSA do not require the delay in the department's transition process timeline as they are likely to emerge after the transition of identified members to the new classification. On this basis the PSA seeks ongoing discussions in relation to Questions 1 to 3 during term 4 in addition to the other issues identified within this correspondence.

The Association appreciates the Departments further email advice of 10 September 2021 that the final copies of the transition communications material will be forwarded to the PSA.

Any further enquiries in relation to this matter can be referred to Greg Shaw, Senior Industrial Officer by email: gshaw@psa.asn.au or on 0409 465 406.

Yours sincerely,

A handwritten signature in blue ink, consisting of a stylized, cursive 'G' followed by a horizontal line extending to the right.

Greg Shaw
for **Stewart Little**
General Secretary

Cc. IR correspondence@det.nsw.gov.au