

Item 3 - SLSO (SHS) transition factsheet

Information for School Learning Support Officers (SLSOs) who have been identified for transition to School Learning Support Officer - Student Health Support (SLSO (SHS))

Overview

One of the outcomes of the 2019 NSW School Administration and Support (SAS) Staff Award was the implementation of a new classification structure for SAS Staff, including a new classification of Student Learning Support Officer (Student Health Support) (SLSO (SHS)).

To implement the award outcome, an initial transition of all permanent SLSOs (position on entitlement) receiving the health support allowance in SSPs or schools with at least one support class to the new classification of SLSO (SHS) is now commencing. The transition process will also include eligible Long Term Temporary (LTT) SLSO employees currently engaged against a permanent SLSO position and receiving the health support allowance.

Principals have been provided advice regarding the number of positions to be transitioned, where the position is permanently filled and the permanent SLSO/s who will transition to the new classification.

Transition of identified SLSOs to the new SLSO (SHS) classification

Noting that positions being identified for transition are on the basis of the occupant already receiving the health support allowance because they are providing health support, there is no option for a permanent SLSO to opt out of being reclassified during the transition.

When an employee is transitioned, this is a permanent change and the employee will remain as an SLSO (SHS), unless the employee applies for a position in a different classification.

Where a position being transitioned is occupied by a Long Term Temporary (LTT) employee, that employee may be eligible to be permanently appointed to the SLSO (SHS) position, subject to the eligibility criteria for LTT to permanent conversion described in the [SASS Recruitment Procedure](#).

If an affected employee is deemed ineligible the position needs to be advertised on [iworkfor.nsw](#) and a merit selection process undertaken as described in the SASS Merit Selection Guideline.

The transition process will progress during Term 4, 2021, which includes advertising and the merit selection process. All SLSO (SHS) positions and employees identified in this process will be commencing on duty Day 1, Term 1, 2022.

What are the duties of an SLSO (SHS)

The 2019 award outcome recognises the increasing need for student health support in schools, supporting a specific role with a clear [statement of duties](#) and [remuneration structure](#).

The main focus of the SLSO (SHS) is the performance of student health support so that students in need of these support services, can participate in and access education programs.

SLSO (SHS) employees provide support for students with identified diverse learning needs including disability in classrooms and other learning environments under the direction and supervision of a teacher to support the achievement of education outcomes.

An SLSO (SHS) is required to undertake all relevant health support for students including, but not limited to the following:

- Enteral feeding
- Tracheostomy suctioning
- Oral suctioning
- Clean intermittent catheterisation
- Supporting student to undertake clean intermittent catheterisation
- Diabetes management including BGL measurement, administration of insulin, management of an insulin pump, administration of glucagon
- Administration of medication via prescribed route including oral, nasal, buccal, eye, ear, rectal, injection, gastrostomy button or tube or nasogastric tube
- Ostomy care
- Seizure management
- First aid

Training

Noting that permanent SLSOs identified to transition are already in receipt of the health support allowance, it is expected that the SLSO (SHS) employee will hold all relevant active training certifications, including but not limited to first aid, administration of medications and health care procedures training, as it relates to their specific student's needs, prior to being reclassified. The commencement date for the SLSO (SHS) is day 1, Term 1, 2022, in the event that the SLSO transitioning to the SLSO (SHS) classification requires training they will have term 4 2021 to complete the relevant training.

SLSOs identified to transition to the permanent SLSO (SHS) role do not require retraining if they are continuing to provide health support for the same student and if they hold all relevant active training certifications. Further training will be required if health support is required for a student with different health support needs.

Rate of Pay

The SLSO (SHS) role has a higher rate of pay than an SLSO. Once the reclassification has been finalised, employees will no longer receive allowances for first aid, administration of medications or health support. The remuneration for an SLSO (SHS) employee is inclusive of these allowances.

An SLSO who has not been classified as SLSO (SHS) may be required from time to time to provide health support (for example to relieve for an absent SLSO (SHS) who would regularly provide health support to students as needed. It is expected that all SLSOs who perform student health duties have all relevant training certifications.

Statement of duties apply until award expires.

Further information

If you have any questions, please contact the SASS Recruitment team via EDConnect on 1300 32 32 32 or submit an [online enquiry](#).

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