

Members Update
Term 2, 2014

Newsletter

A message from Jeff Wait, Chief Executive

Welcome back for term two of our school year. In our latest update I have included points of interest and updates concerning our Association. I trust you will find this information useful and relevant. I welcome feedback and you can email me anytime at president@sassla.asn.au. As always I wish you all the best in your very important work on behalf of the young people in our schools and preschools.

WEBSITE CHANGES

We understand that our website is an important point of access for both current members and others interested in joining SASSLA. Our website is currently being completely redesigned. It will include much more content as well as being interactive. There will be a dedicated "members only" page which will include a forum where members can chat to each other about current issues or give advice. SASSLA will also be embracing social media so look out for us on Facebook and Twitter! We will inform members shortly when our new site goes live.

INDUSTRIAL REGISTRATION

Some very important and exciting news was announced at our recent AGM! Following significant information gathering and advice, SASSLA has decided to seek official registration as an Industrial Organisation. This involves an application to the Industrial Commission and a hearing at the Industrial Court.

When this application has been approved it will enable us to further focus on the industrial conditions of leaders in schools and to lobby most strongly on behalf of our members through the Enterprise Agreement process and by direct representation to the government and DECD.

The Board sees this move as a critical strategic initiative for the future work of SASSLA in support of our members. More information will be forthcoming as we progress this process.

ANNUAL CONFERENCE



Jeff Wait, Daryl Cross and Martin Westwell

Our Annual Conference for this year was held on Friday 21st March and we had a great turn out with 70 members attending! Our guest speakers, Martin Westwell and Dr Daryl Cross, provided topical and interesting information for members on issues relating to leaders' workload management and the psychological health of school leaders. As well as challenging our thinking and adding to our knowledge the conference was a great opportunity for members to discuss professional issues and network with other leaders. SASSLA plans to organise other seminars and workshops as needed throughout the year and we plan to hold an annual conference in March of each year.

BOARD MEMBERSHIP

Elections for Board Members were held in March and we congratulate Tyson Grinham and Patrick Moran on their successful election to our team. Our current Board includes:

Tyson Grinham, Principal, Brompton Primary
Patrick Moran, Principal, Elizabeth Park Primary
Marion Coady, Principal, Blackwood High
Susan Hyde, Principal, ASMS
Rob Harkin, Improvement and Review Unit DECD
Steve Freeman, Principal, Reynella Primary
Michele Pope, Principal, William Light R-12
Trevor Fletcher, Principal, Eastern Fleurieu R-12
Tony Green, Principal, Port Lincoln High

Under new changes to our constitution Jeff Wait now holds the position of Chief Executive and is no longer considered a Board member. Jeff is still responsible to the Board but is considered to be an employee of SASSLA, along with Leanne James, our Executive Assistant.

ROLE OF PAC

Our members are continually giving us feedback about lack of clarification concerning the role of the PAC as a decision making body. As you are aware the Enterprise Agreement of 2012 outlines the role of the PAC in a school. This information is found in Clause 3.5 of this document. SASSLA sought further advice from the Human Resources and Workforce Development Section of DECD and the following information was provided. It is republished for your information.

This clause confirms that it is the Principal that has the delegated responsibility for human resource decisions at the school level, provided that these decisions are made in accordance with the consultation process outlined under the Agreement.

Sub clause 3.5.9 outlines the issues that the Principal will, in all cases, except where it is not practicable because of the nature of urgency of the matter, work in partnership with the PAC at the school. These issues include, amongst other things, the deployment of staff appointed to the school; organisation of work including face to face teaching requirements; organisation and size of classes and applicable part time arrangements and concerns regarding excessive workload.

Sub clause 3.5.12 outlines what is expected when human resource management decisions are made at the school. It is a three step process.

- 1. It is expected that decisions will be arrived at by consensus.*
- 2. However, if this is not able to be achieved then it can be made by a majority of the PAC whereby the majority must include the Principal.*

- 3. If this is not able to be achieved, then the Principal can make the decision as the responsible person but the Enterprise Agreement does enable the other PAC members to lodge a grievance under clause 3.1 if they are dissatisfied with the decision.*

The provisions of the Enterprise Agreement require the Principal to work in partnership with the PAC and establish consultative arrangements within the school to enable staff to have genuine and direct input into human resource decisions. They also provide that ultimately the responsibility for decision making at the local school level rests with the Principal. This is consistent with the Education Act 1972 and Education Regulations 2012, which provide that the Principal is answerable to the Chief Executive (through the Education Director) and teachers are answerable to the Principal. In that regard, it is necessary to read the provisions of the Education Act, Regulations and Enterprise Agreement together to understand the collaborative nature of school management and the responsibility of the Principal.

ENTERPRISE BARGAINING AGREEMENT 2015

The current EB agreement expires in June 2015. SASSLA believes that we need to start planning for our involvement in the new EB process and think about the nature and priority of issues that are important to school and pre school leaders.

SASSLA will be providing a range of opportunities for members to register their input and ideas. In the meantime if you would like to forward you thoughts please do so directly to president@sassla.an.au.

SASSLA Statements of Contribution will be posted to members' home addresses at the end of the financial year. You will need this information to claim the tax deduction for your membership in your tax return. If you have changed your address or contact details please email Leanne at admin@sassla.asn.au to ensure you receive your statement.