



SCHOOL AND PRESCHOOL **LEADERSHIP**

EMPLOYMENT PRIORITIES 2023

01 Development and implementation of an improved Band A classification and remuneration structure.

02 Reduced teaching load for Preschool Directors.

03 A focused and continuing program of amelioration of workload pressures on Band A and Band B leaders.

04 Extension of the Workers Compensation Additional Compensation Scheme to the education workforce.

05 Improved conditions of contract for Band A and Band B leaders.

06 Review and improvement of recruitment and selection practices for Band A and Band B leaders.

SASSLA's six priority employment initiatives for 2023 represent the collective interests and aspirations of over 500 Principal, Preschool Director, and education leader members.

The proposals we present are grounded in research and our experience in successfully supporting leaders in their role. Our aim is to influence the prioritisation of important employment related issues that will improve conditions for school and preschool leaders. This includes making representations to the Department for Education on priorities that may be considered through enterprise bargaining negotiations.

Our approach to working with the Government, the Department for Education, and other stakeholder groups is shaped by the shared interest we have in building a strong public education system.



Phil O'Loughlin
Chief Executive



Marion Coady
Chairperson

01

Development and Implementation of an Improved Band A Classification and Remuneration Structure

Leader Associations Join Forces for Band A Principal and Preschool Director Classification Reform

SASSLA has joined with the five Principal Associations and the Preschool Directors Association to develop a submission to the Department that sets out the collective interests for improvement of the Band A classification and remuneration structure.

Our core argument is that classification and remuneration structures for Band A Leaders must reflect the high value of Principal and Preschool Director work and the new reality of continuing scarcity of quality candidates for these roles.

The submission is being considered as part of the current Review of Band A Classifications. The Department has engaged the international consulting firm Mercer to undertake a full analysis of the work value of Principal and Preschool Director roles and present recommendations for a new classification structure.

We are working collaboratively with the Department to ensure the interests of school and preschool leaders are fully considered in proposals for Band A structural improvement.

Further information will be communicated by the Department as the work takes shape and proposals for change are developed. We anticipate that proposals for change to the Band A structure will be considered in enterprise bargaining processes and ultimately form part of a new Enterprise Agreement.

This work highlights the value of the Associations joining forces to represent a single voice on matters of critical interest to School and Preschool Leaders.

Read our submission by [clicking here](#)



02

Reduced Teaching Load for Preschool Directors

A Fair Go for Preschool Directors

SASSLA has worked in collaboration with the Preschool Directors Association to review the workload conditions of Preschool Directors.

Two reports were submitted in 2020 and 2021 that identify the pattern and scope of changes that have increased Preschool Director workload. A clear and compelling case is made that the current system of workload protections are wholly inadequate for the operational demands of today's Directors.

A key finding is that Preschool Directors are the only teaching related classification without regulated maximum hours of teaching. Our research indicates that Directors in standalone preschools will often have a near full time teaching load in addition to the leadership and administrative duties associated with site management.

Our comprehensive submissions of the work of Preschool Directors are a resource that can further inform employment related issues likely to flow from the Government's ambitious program of early years education reform in 2023 and beyond.



The most pressing issue from our research is the need to introduce regulated maximum hours of teaching for Preschool Directors. We have made submissions to the Department that this should be a high priority in the current Enterprise Bargaining process.

Read our submissions

Evaluation Report Part 1
[click here](#)

Evaluation Report Part 2
[click here](#)

A Focused and Continuing Program of Amelioration of Workload Pressures on Band A and Band B Leaders

Leader Workload – The Time for Real Change is Now!

SASSLA has been active in developing a deeper understanding of the conditions that give rise to excessive leader workload since the initial publication of the SASSLA Education Leader Workload paper in 2020. In November 2022, the Chief Executive of SASSLA delivered the keynote address at the Australian Principals Federation Conference in Perth on School Leader Workload.

SASSLA has actively engaged with school and preschool leaders in country and metropolitan schools throughout 2022 and they say that workload has reached an unsustainable level.

The identification of excessive school leader workload has been clearly identified in the research undertaken by Professor Phil Riley. The recent Review by the Australian Government Productivity Commission of the National School Reform Agreement (September 2022) brings further evidence of the problem of excessive workload being embedded across the Australian education system.

SASSLA has made a submission to the Federal Government in which we clearly identify the risks and costs associated with a continuing pattern of excessive workload for school and preschool leaders.

A critical priority for 2023 must be a sustained focus on improving the workload conditions for school leaders, and across the education workforce in general.

PEOPLE

Detrimental effects on health, personal relationships, and family life.

PRODUCTIVITY

Leaders are less able to prioritise critical elements of work that promote the growth of teaching, learning, and practice.

SUSTAINABILITY

People are making alternative career choices away from leadership roles because of excessive work demands.

These risks and costs need to be confronted so that we can maintain a strong and vital public education system. The issue of workload must be brought to the foreground of thinking and action. In 2023, SASSLA will advocate for the development of a strategic approach to improve workload conditions for school and preschool leaders.

Read our 2020 Education Leader Workload Paper by [clicking here](#)

04

Extension of the Workers Compensation Additional Compensation Scheme to the Education Workforce

Why are Educators being Left Out of the Workers Compensation Additional Compensation Scheme?

SASSLA has identified the need to include educators under the benefits of the “Workers Compensation Additional Compensation” scheme which is available to police, nurses, social workers and other groups providing front line community services.

Following the introduction of the Return to Work Act 2014, workers compensation weekly payments were capped at two years and medical expenses capped at three years for most workers, other than those few categorised as ‘seriously injured’ (as opposed to ongoing entitlements under the previous scheme).

After a very public campaign led by the Police Association, the State Government agreed to an “Additional Compensation Scheme” being inserted into the Police Officers Award which provided for ongoing weekly payments and medical expenses. This would apply where an injury is sustained from conduct directed at an employee that is, or appears to be a criminal offence or in other circumstances where an employee is placed in a dangerous situation.

Other Public Sector Associations, with frontline community worker members, lobbied for similar conditions to be included in their Awards. As a result, amendments have been made such as Schedule 7 of the South Australian Public Sector Salaried Employees Interim Award.

“There is a clear and compelling case for educators to be covered under equivalent workers compensation entitlements as other public sector workers.”



[Click here](#) to read the Australian Catholic University article “The harsh realities of working as a school principal in modern-day Australia.”

SASSLA will continue to advocate for fair treatment of educators in relation to access to the additional workers benefits available to other government workers supported by the following evidence:

The Australian Principal Occupational Health Safety and Wellbeing Survey (2018):

1 IN 3 AUSTRALIAN PRINCIPALS WERE VICTIMS OF PHYSICAL VIOLENCE

PRINCIPALS ARE ALMOST TEN TIMES MORE LIKELY TO BE PHYSICALLY ATTACKED THAN THE GENERAL POPULATION

40% OF FEMALE PRINCIPALS ARE MOST AT RISK OF VIOLENCE

CONDITIONS IN SCHOOLS ARE EQUIVALENT TO OTHER OCCUPATIONS INCLUDING, POLICE OFFICERS, NURSES, AND SOCIAL WORKERS

Monash University Study, 2022 (reported in the Adelaide Advertiser, 3 November 2022):

EDUCATORS HAVE A 75% HIGHER RISK OF BEING INJURED OR ASSAULTED COMPARED TO OTHER STAFF SUCH AS EMERGENCY SERVICE OR OFFICE WORKERS

4.5% OF COMPENSATION CLAIMS MADE BY EDUCATORS WERE ASSAULT RELATED WHILST ONLY 2% OF NON-EDUCATORS MADE THE SAME CLAIM (1.5 MILLION WORKERS COMPENSATION CASES ANALYSED IN STUDY)

SECONDARY SCHOOL TEACHERS FACE THE HIGHEST RISK FROM AN ASSAULT

Teachers face greater hit risks

OLIVIA JENKINS

TEACHERS are more likely to be assaulted on the job than any other worker, new research reveals.

An Australian-first study by Monash University has found that educators faced an almost 75 per cent higher risk of being injured from an assault compared to other staff such as emergency service or office workers.

The research, which analysed more than 15m workers' compensation claims from around Australia, showed about 4.5 per cent of compensation claims made by educators were assault-related, while just 2 per cent of non-educators made the same claim.

But researchers warn that figure could be much higher because "severe underestimates" caused by underreporting mean teachers are also the

group least likely to make an injury claim.

Secondary school teachers faced the highest risk of being injured from an assault, making up 24,764, or 29 per cent, of the 84,915 total educator compensation claims.

The study's co-author Dr Tyler Lane said teachers faced pressure not to report assaults or injuries caused by staffing shortages and viewing a student's actions as accidental.

Adelaide Advertiser, 3 November 2022

Improved Conditions of Contract for Band A and Band B Leaders

Career Certainty and Stability for Band A and Band B Leaders

SASSLA has made representations to the Department on behalf of members who have concluded their contract or retired with respect to issues that relate to future career options and conditions of employment, particularly as they relate to payment of leave.

The current Departmental processes for managing people coming out of contract are mostly built around informal processes and practices and there is a general lack of consistency in how people are managed. For people who fall out of contract it can be a difficult time with future career uncertainty and loss of income.

The use of contract-based employment for school and preschool leaders has provided the Department with considerable flexibility in managing its workforce. This flexibility is not held in balance with fairness to employees.

SASSLA's view is that positive change can be achieved in the management of Band A and Band B leaders to maintain workforce flexibility and provide certainty and support for people at the conclusion of contracts. Improved contract conditions will also incentivise mobility and build capabilities across the system.

The current system does not adequately compensate for the uncertain nature of contract employment or provides sufficient clarity on employment rights at the end of tenure.

LEADERS IN NSW AND WA ARE APPOINTED ON A PERMANENT ONGOING BASIS CONSISTENT WITH PUBLIC SERVICE APPOINTMENTS

LEADERS IN VICTORIA ARE CONTRACT BASED BUT HAVE ACCESS TO GENEROUS SALARY MAINTENANCE AND REAPPOINTMENT CONDITIONS FOR PEOPLE COMING OUT OF CONTRACT

Review and Improvement of Recruitment and Selection Practices for Band A and Band B Leaders

Recruitment, Selection, and Reappointment – Building Confidence in the System

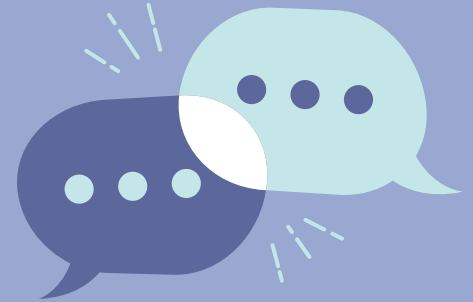
SASSLA has joined with the five Principal Associations and the Preschool Directors Association to develop a submission to the Department that sets out the collective interests for improvement of the Band A classification and remuneration structure.

Re-appointment and selection processes must have two defining features:

- The interests of public education are met through having high quality candidates selected and retained in roles.
- Candidates must have confidence they will be afforded a fair and objective process.

Where reappointment systems fail in these two vital areas, the whole system is negatively impacted.

There is much to be gained from a review of recruitment, selection, and reappointment processes. This is strategically important to the Department and integral to attracting and retaining leaders and supporting mobility across the public education system.



Recruitment, selection, and reappointment systems are only as good as the confidence people have in them. Confidence is built and sustained through clarity of information and processes, fair and objective evidentiary processes, and high-quality communication and feedback. When these are lacking, people's confidence in the system wanes.



This document has been authorised
and produced by the South
Australian State School Leaders
Association Board

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