



Public Service Association of NSW

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NSRA Review Taskforce
Department of Education
GPO Box 9880
Canberra
ACT 2601.

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To whom it may concern,

The Review to Inform a Better and Fairer Education System.

Thank you for the opportunity to submit to this Review. The Public Service Association of New South Wales is the primary non-teaching union within the NSW Education system, with coverage of over 21000 administrative and support staff in NSW Public Schools, as well as coverage of Department staff engaged in supporting school-based staff. In addition, we have coverage of TAFE NSW and tertiary education institutions across NSW.

As the state branch of the CPSU/SPSF group (we brand as CPSU NSW Branch for our Fairwork members) we endorse the submission to the review already made by our Federal branch. We would like, in addition, to emphasise the following points:

- With every staff member (or external provider) there comes an abundance of administrative work. For example, if a school hosts a Student Support Officer; the work they do with students is invaluable. However, the workload of the School Administration Manager involves many additional tasks to support this one person, including (but not limited to): procurement (sourcing, purchasing and managing resources); HR/finance (funding of the position, contracts; support with expense claims, booking events, travel and accommodation) and information management (dissemination, collection and storage of information).
- There is a considerable administrative burden involved in engaging with 'external providers' such as the NDIS contractors, for whom probity checks must be undertaken (there are extensive checklists of documents required), in addition to other requirements, such as: engagement agreements, service schedules, parent agreements.
- Many schools are also employing 'above establishment' teachers and executive staff, who also attract these increased administrative workloads (which administrative support staff bear the brunt of). We would like to see an administrative component included (and funded) with **all** school-based positions.
- Greater understanding of Country and Community needs to go into the design of Aboriginal Attendance Officers roles. Within NSW, a number of Aboriginal Attendance Officers have been required to go into Aboriginal communities to which they were not connected, where they received a hostile reception. This is clearly an unsatisfactory situation which needs urgently addressing.

- The significant and on-going increase in the number of pupils who are deemed to have Special Needs continues to place additional administrative implications for our schools which must be adequately resourced.

In summary, behind every teacher is a long line of support staff. If they can't support the teacher properly due to workload issues, the performance of the teacher, and their students is affected.

Additional workload that falls predominantly on our members in school admin and support that is not matched by additional staffing hours will see the program fail or fail to reach its full potential. If governments are serious about creating a better and fairer education system, they need to treat our members as vital, and properly resource them.

Please do not hesitate to contact us should you require any further information.

Kind regards



Stewart Little
General Secretary.