



THE AEU-ACT COMMUNITY CAMPAIGN

FACT SHEET: STAFF WORKLOAD

OVER THE PAST DECADE, THE WORKLOADS OF PRINCIPALS, TEACHERS, SUPPORT STAFF AND THOSE IN THE DET CENTRAL OFFICE HAVE INCREASED SIGNIFICANTLY. WHILE STAFF IN SCHOOLS MAKE STUDENTS THEIR NUMBER ONE PRIORITY, IT HAS OFTEN BEEN AT THE EXPENSE OF A WORK-LIFE BALANCE OR PERSONAL HEALTH.

AEU MEMBERS ARE SAYING “ENOUGH IS ENOUGH.”

FOR THE LONG-TERM SUSTAINABILITY OF AN EXCELLENT ACT PUBLIC EDUCATION SYSTEM, EXCESSIVE WORKLOAD MUST BE ADDRESSED.

COMPLIANCE AND ACCOUNTABILITY MEASURES, AS EXPECTED BY THE DEPARTMENT OF EDUCATION AND TRAINING, THE ACT GOVERNMENT AND THE FEDERAL GOVERNMENT, ARE ISSUES THAT INCREASINGLY CONSUME EACH PUBLIC SCHOOL.

SIMILARLY, THERE ARE A NUMBER OF ADMINISTRATIVE BURDENS ASSOCIATED WITH SCHOOL BASED MANAGEMENT WHICH EACH SCHOOL CARRIES OUT. MANY OF THESE TASKS COULD BE CARRIED OUT CENTRALLY.

FOR THE BENEFIT OF ALL STUDENTS, TEACHERS OUGHT TO BE ABLE TO GET ON WITH TEACHING. SCHOOL LEADERS SHOULD BE ABLE TO GET ON WITH EDUCATIONAL LEADERSHIP. EDUCATORS NEED TIME TO REFLECT ON THEIR TEACHING PRACTICE, WORK STRATEGICALLY WITH COLLEAGUES TO ASSESS STUDENT DATA, AND PLAN COLLABORATIVELY TO DEVELOP EFFECTIVE PROGRAMS.

TASKS NOT ASSOCIATED WITH TEACHING AND/OR EDUCATIONAL LEADERSHIP SHOULD BE REDUCED AND REDIRECTED TO MORE APPROPRIATE PERSONNEL. RESOURCES MUST BE PROVIDED TO EMPLOY MORE SUPPORT STAFF IN THE CENTRAL OFFICE AND IN SCHOOLS TO CARRY OUT THIS WORK.

WHAT IS NEEDED:

SCHOOL BASED MANAGEMENT FUNDS BE INCREASED TO ALLOW FOR EACH SCHOOL TO:

- EMPLOY AT LEAST ONE FULL-TIME IT SPECIALIST AT COMPETITIVE SALARY RATES, AND ADDITIONAL POSITIONS CREATED BASED ON AN AGREED FORMULA USING ENROLMENT NUMBERS.
- EMPLOY AT LEAST 1-2 ADDITIONAL FULL-TIME ADMINISTRATIVE SUPPORT STAFF, WITH ADDITIONAL POSITIONS CREATED BASED ON AN AGREED FORMULA USING ENROLMENT NUMBERS.
- EMPLOY AT LEAST ONE ADDITIONAL LEARNING SUPPORT ASSISTANT.
- IMPLEMENT OCCUPATIONAL HEALTH AND SAFETY ACT PUBLIC SECTOR STANDARDS, INCLUDING INTERNAL TEMPERATURES, ERGONOMIC FURNITURE AND IT HARDWARE AND TECHNICAL SUPPORT.
- RESTORE FACE-TO-FACE TEACHING HOURS IN THE SECONDARY SECTOR TO 18 HOURS PER WEEK FOR LEVEL 1 TEACHERS.
- REDUCE FACE-TO-FACE TEACHING HOURS IN THE PRESCHOOL AND PRIMARY SECTORS TO 18 HOURS PER WEEK FOR LEVEL 1 TEACHERS.

AEU-ACT Community Campaign

AEU Office: ph. 6272 7900 fax: 6273 1828 email: priority1@aeuact.asn.au web: www.aeuact.asn.au

- **REDUCE CLASS SIZES AS PER AEU POLICY – SEE *ATTACHMENT B: AEU CLASS SIZES POLICY*.**
- **RELEASE ALL TEACHERS FROM FACE-TO-FACE TEACHING FOR AT LEAST THREE DAYS PER SEMESTER FOR THE COMPILING, MODERATING AND WRITING OF STUDENT REPORTS.**