

# Australian Principals Federation

## Acting President's Message—Tina King

### APF Log of Claims 2021



The work undertaken by our school leaders in leading with conviction, courage and resolution especially throughout times of challenge requires admiration and commendation. Job demands, workload and time pressures continue to add additional burden upon our leaders making the role of Principal untenable. Such matters of concern formulate the basis of the APF EBA log of claims. The APF is strongly advocating for a reduction in workload and a decrease in job demands.

Over several years, our regional offices have been resourced with additional support staff, with intent and purpose of offering increased support to schools. What is needed however, is more on the ground support – funding directly to schools in order to engage individuals who can reduce the administrative and compliance burdens engulfing school principals.

The recent Victorian State Budget provided \$12.2 million in order to reduce the ever increasing administrative load on principals. Whilst this is most welcomed, it falls short of meeting need and demand at the school level. Instead, these funds will be directed to regions to establish a support services delivery model. Specifically, what has been reported in the budget paper is....

### Reducing the administrative burden on principals

*Funding is provided to expand and establish new support to reduce the burden of administrative and compliance activities on school principals, enabling them to focus on leading teaching and learning, reducing workload and supporting workforce wellbeing. Principals will be assisted by a new advisory service to reduce time spent on operational, policy and compliance tasks, and expansion of the Local Administration Bureau service to more small schools, providing centralized advisory and processing support in finance and resource management.*

(Victorian State Budget 2021-22 Service Delivery, Education and Training pp27)

We have approached critical times in the turnover of Principals and much work needs to be done in order to not only attract but also retain individuals in the important role of educational school leader. The sad reality is that many do not aspire to the role because staff see the workload undertaken and the associated stress that is inherent to the role.

As we work our way towards the end of another enduring and challenging term, we encourage members to take time to pause and recharge over the coming break.

*T. King*



At the new Malvern office. See details on P2

## APF Annual General Meeting – Save the date

Planning is well underway for the upcoming 2021 AGM scheduled to take place on **Thursday 21 October at Riversdale Golf Club**. More information to follow but we invite members to save the date.



### In this Issue:

Tina reports on the **APF Log of Claims** and shows off the **new office in Malvern** on this page.

**EO Gemma**, give details about the new accommodation on P2. She also advises that **Tax receipts for membership will be emailed ASAP after July 1**.

A report on **Superannuation Guarantee changes** is on P2.

Details about contacts for **Strategic Financial Management support** which is available to principals and school's teams is on P3.

Information regarding **Professional Practice Days in T3 & 4** is on P4.

**GAT details** on P4.

**Funding Opportunity** for Schools from Schools Plus is on P4.

Vital medical information regarding **relaxation** is on P5.

**APF Website**

<https://apf.net.au>

# The Union exclusively for the Principal Class

## Office Relocation News – Gemma Needs, Executive Officer



The APF has a new office space located at 311/19 Milton Parade, Malvern 3144.

Whilst we have been very fortunate to share an office space with our partners at TheirCare, the opportunity arose for the APF to hold its own private, independent office space. This allows our industrial advisors to meet with our members, hold private meetings and is in a great location.

We look forward to being able to welcome you to our new space.

The change of address has been lodged with the

Registered Organisations Commission.



311/19 Milton Parade  
Malvern, 3144  
Tel: 0412 584 002

**Please advise us of any change of address, phone number, school etc.**

**NOTE: Tax receipts will be emailed to you ASAP after the 1st July.**



Gemma Needs  
APF Executive Officer

[gnaylor@apf.net.au](mailto:gnaylor@apf.net.au)

## Superannuation Guarantee (SG) Changes

The Department is required to make employer superannuation contributions on behalf of employees. The principal class remuneration package known as TRP (total remuneration package) is inclusive of superannuation.

The superannuation guarantee rate has been on hold at 9.5% for the 2015-2021 financial years. Progressive increases to the SG rate were legislated in 2011 under the Rudd government and are due to commence from 1 July 2021.

Despite increasing pressures from commerce and some sections of government to pause the increase, to date there has not been a change to the law, resulting in the pending increase coming to effect as from next month. Current legislation will see the SG rate gradually increase from 9.5% to 12% over the next five years.

Join the APF

<https://apf.net.au>

Forms can be completed on-line.

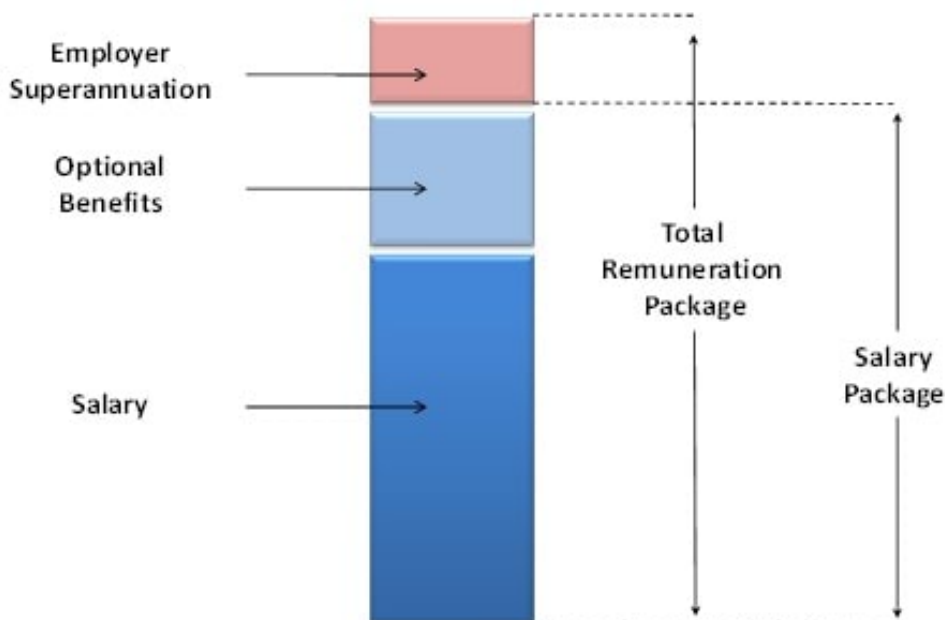
Implementation of the SG increase is dependent upon the employee remuneration structure. In such circumstance, where an employee is remunerated through a superannuation-inclusive package (such as principal class), the take home payments will likely reduce from 1 July 2021. We ask members to check their pay slip and follow up any discrepancies or concerns.

Further information relating to DET policy and guidelines may be found at

[remuneration teaching service](#)



## Total Remuneration Package



*From DET Human Resources: Remuneration*

### Role of the APF

#### Industrial Relations 101

At the **APF** consistent with industrial relations '101' we are concerned with matters such as your salaries, classification, entitlements, protections, contracts of employment and amongst other matters, the manner in which you are assessed and the consequences thereof.

Further, your access to industrial and/or legal advice, advocacy and support in relation to matters of discipline, conflict resolution, conflict of interest, complaints and/or performance.

#### Industrial Relations 102

Industrial matters arising from the management and implementation of one's professional role. Specifically as a function of the Principal Class Employee interpreting and performing their accountabilities and obligations as defined by their contract of employment; the operation of industrial agreements, Ministerial Orders and the changing compliance environment determined by legislation, regulations and policy.

## Strategic Financial Management Support

In the last edition of our newsletter mention was made of the availability of Strategic Financial Management support which is available to principals and schools teams in the ever important challenge of ensuring that the Student Resource Package is implemented in the most effective manner to benefit students.

The SFMA team comprises of six principals who are centrally based but focus on specific regions for practical purposes. The team is available to work in schools via Webex or phonecalls.

Contact details of the team are as follows and they'll ensure that the request goes to the relevant SFMA.

#### Strategic Financial Management Advisors (SFMA)

Steve McGarrigle	0427 709813
Matt McKittrick	0436 823645
Andrew Parry	0408 843309
Geoff Pell	0437 374133
Rex Pirie	0428 631982
Susan Smith	0427 957264



## Professional Practice Days for Term 3, 2021

Several members have been in contact seeking advice as to arrangements re PPDs for the remainder of the year. The current VGSA 2017 expired on 30 April this year and to date no agreement has been reached in relation to a new EBA. This being the case, DET has provided a commitment and undertaking to continue funding PPDs until such an agreement is reached. Based on this premise schools may proceed to plan for staff PPDs next term.



### Support for members

We are here to support and offer advice to all members at any time. If you are concerned about a colleague, please let us know.

**Tina—0418 478 807**

[TKing@apf.net.au](mailto:TKing@apf.net.au)

**Mark - 0418 551 375**

[industrialofficer@apf.net.au](mailto:industrialofficer@apf.net.au)

Ring us direct

## General Achievement Test (GAT) Rescheduled

The VCAA has written to secondary school principals advising that the GAT will now be held on Thursday 29 July 2020 between 10:00 am and 1:15 pm. GAT test papers and stationery will be delivered to schools in the week commencing Monday 19 July 2021.

Information relating to administration of the GAT may be obtained by emailing the VCAA at [vcaa.exam.logistics@education.vic.gov.au](mailto:vcaa.exam.logistics@education.vic.gov.au)



## Schools Plus grant applications open 12 July, 2021

Schools seeking funding for strategic projects that improve student outcomes can now apply for a Smart Giving grant through Schools Plus.

Funding from \$20,000 to \$60,000 will be available for schools across Australia. For more information on the types of grants available, visit the Schools Plus [website](https://www.schoolsplus.org.au).

Both individual schools and clusters of 4-10 schools can apply to receive funding for projects that run for 12 – 18 months. Until Friday 20 August, schools can submit a simple application to receive funding for their strategic project.

Schools Plus is a national not for profit organisation that helps close the education gap. Schools Plus empowers teachers in disadvantaged communities to implement strategic school projects that will help their students succeed. Since 2015, Schools Plus has funded over 1000 school projects around Australia, benefiting more than 300,000 students and 15,000 teachers.

Schools eligible for support through Schools Plus must have a value below 1000 on the Index of Community Socio-Educational Advantage (ICSEA).

For more information and to apply, visit [www.schoolsplus.org.au/for-schools/smart-giving/](https://www.schoolsplus.org.au/for-schools/smart-giving/)

**“For a long time, we have expected teachers to handle the mental health issues of students in their class in addition to teaching... the best teacher in the world cannot effectively reach a student who is having a mental health crisis.”**

Sarah Broome in “How Schools Can Fund and Implement Strong Mental Health Supports After the Pandemic” at The Thomas B. Fordham Institute, May 6, 2021

From Hippocampus,  
an email publication of  
Principal's Digest

## QUALITIES OF EFFECTIVE LEADERS

### Strategic executor

Leaders need to clear about what the new world looks like and be able to step back from the day-to-day and see where their ship is headed. Being a good strategist, however, is not enough. Leaders need to be equally skilled at execution. They need to be able to make rapid operational decisions that help deliver the path to the future.

### Humble hero

Leaders need to be willing to make bold decisions in times of uncertainty, but they also need to acknowledge what they don't know and depend on, and learn from, colleagues with different skills and backgrounds. They need to be highly inclusive and great listeners - to understand new ways of doing things that are different from how they did it before.

### Tech-savvy humanist

With technology playing such a central role, leaders need to understand and be proficient in different modes of communication. At the same time, they also need to understand and care about people. This means engaging people with a huge degree of empathy and authenticity – helping them to embrace changes and co-own the transformation.

### Traditioned innovator

In the midst uncertainty, leaders need to embody the time-honoured purpose and values of their organisation. At the same time, they need to try out new things and have the courage to fail.

### High-integrity politician

It's more vital than ever for leaders to be able to gather support, negotiate, form coalitions and overcome resistance. Leaders need to make compromises, be flexible in tweaking their approach, and go one step back to be able to move two steps forward. But being a politician will be effective only if there is a foundation of trust and integrity with colleagues.

### Globally-minded localist

Technology has erased many boundaries and distances and leaders need to draw insights and be open to new thinking from around the world. At the same time, they should be deeply aware of and responsive to the local communities and ecosystems in which they operate.

Acknowledgement: "6 Leadership Paradoxes for the Post-Pandemic Era" by Paul Leinwand, Mahadeva Matt Mani, and Blair Sheppard in *Harvard Business Review*, April 23, 2021

Principal's Digest,  
June 2021



## EXIT INTERVIEWS

**Conducting regular anonymous staff surveys is helpful, but current employees may hold back for fear that their responses will be traced to them.** Exit interviews often provide better insights; an employee on the way out is more likely to be candid. One-on-one exit interviews should be framed as an opportunity to speak the truth about the person's time in the organisation, workplace culture and morale, and leadership. Some possible questions:

**Why are you leaving?**  
**What attracted you to the job you've decided to take?**  
**Did we help you accomplish your professional development and career goals?**  
**What did you like and dislike about your role?**  
**What would you change about your role?**  
**How did you find the leadership style?**  
**How would you rate staff morale? The workplace culture?**  
**How could we improve?**  
 To get the most honest responses, it's best that exit interviews are conducted by a colleague or middle manager, not the organisation's leader.

"What Is an Exit Interview? Why You Need One and What to Ask" by the Altius Group, Australia, 2021

Quote  
 from Hippocampus,  
 an email publication of  
 Principal's Digest

## Term Break - What Is the Relaxation Response?

It's one name for what happens when your parasympathetic nervous system is in charge of your body functions. This part of your nervous system regulates the work of your organs and glands while you're at rest. Your relaxation response kicks in when you feel safe. **It can actually block effects from your body's response to stress. These changes are good for your mental and physical health.**



Relaxation lets your body know it's OK to save energy. Your parasympathetic system takes over and releases a hormone called acetylcholine. That slows your heart rate down.

Want to know more? Read the entire article [here](#).

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