

# Australian Principals Federation



## President's Report— Tina King

### President's Message

Contact with several principals over the last few weeks indicates that whilst challenges continue, schools have transitioned well to the start of the school year.

This is largely due to the efforts and hard labour of our school leaders who have worked earnestly in preparation for the resumption of staff and students. In turn the Department has been responsive and adaptive to school needs, providing timely support, advice and guidance as needed. This is most pleasing as there was great concern as to how the impact of the pandemic would unfold once schools resumed.

Covid-19 matters aside, there are several burning issues at the moment relating to the refined Parent Payment Policy and proposed VGSA 2022, both of which are topical items of conversation amongst schools and members. The APF representative team who attend the Parent Payment Reference Group have provided an update from their recent meeting. As the report below indicates, concerns continue to be raised and expressed in relation to reduced payments received at the school level due to refinements of the policy. Additionally, the proposed time in lieu provisions for teachers and education support staff are causing angst and fear that programs will be cut as implementation of TIL is simply unmanageable from a costing and resourcing point of view. We address this matter later on in the newsletter as part of the bargaining team's report.

Dates are currently being organised for various meetings across the state which will provide opportunity to engage and interact with members (and any pending members) on topical items and matters pertaining to the principal class. The events of the last two years have restricted opportunity to do so and whilst online meetings may have become the norm, the opportunity for in person interaction and engagement simply cannot be replaced. The dates will be distributed to members once finalised next week.

*T. King*

## APF Professional Learning Opportunity – Rescheduled Date

### Thriving and Surviving in Challenging Times

**Friday 3 June 2022, from 9:00 am to 3:30 pm**

[Riversdale Golf Club](#)

(200-280 Huntingdale Road, Mount Waverley VIC 3149)

Presented by **Maria Ruberto** with special presentation by **Dale Sidebottom**.

Registrations will open next term for both members and non-members and we ask you to note the date in your diary.

A reminder also that the **AGM will be held on Thursday 27 October 2022** and ask that you also take note of this important date in your diary.



**311/19 Milton Pde.  
Malvern. 3144**

**Office phone: 0412 584002**

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**APF Website**

<https://apf.net.au>

## The Union exclusively for the Principal Class

## Victorian Branch State Councillors

The APF provides advice, support and advocacy for the principal class on a variety of issues ranging from complaints, investigations, contract renewal, salary matters, conflict resolution, MPB representation, just to name a few.

We remind you of the Victorian Branch State Council members listed below and encourage you to contact any of us directly at any time. Your voice is important to us as we are here to serve you by offering support.

**Andrew Cock – Blackburn PS** [Andrew.Cock@education.vic.gov.au](mailto:Andrew.Cock@education.vic.gov.au)

**Ann Stratford – Mooroolbark College** [Ann.Stratford@education.vic.gov.au](mailto:Ann.Stratford@education.vic.gov.au)

**Bronwyn Morgan – Cheltenham PS** [Bronwyn.Morgan@education.vic.gov.au](mailto:Bronwyn.Morgan@education.vic.gov.au)

**Chris Chant – Caulfield Junior College** [Chris.Chant@education.vic.gov.au](mailto:Chris.Chant@education.vic.gov.au)

**Hendy Grossek – Berwick Lodge PS** [Henryk.Grossek@education.vic.gov.au](mailto:Henryk.Grossek@education.vic.gov.au)

**Johanna Walker – Edenbrook SC** [Johanna.Walker@education.vic.gov.au](mailto:Johanna.Walker@education.vic.gov.au)

**John Mooney – Emerson School** [John.Mooney@education.vic.gov.au](mailto:John.Mooney@education.vic.gov.au)

**Kathie Arnold – Aldercourt PS** [Kathie.Arnold@education.vic.gov.au](mailto:Kathie.Arnold@education.vic.gov.au)

**Kevin Mackay – Dandenong North PS** [Kevin.Mackay@education.vic.gov.au](mailto:Kevin.Mackay@education.vic.gov.au)

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**Margaret Staley – Ashwood PS** [Margaret.Staley@education.vic.gov.au](mailto:Margaret.Staley@education.vic.gov.au)

**Meridith Walker – Casterton SC** [Meridith.Walker@education.vic.gov.au](mailto:Meridith.Walker@education.vic.gov.au)

**Michelle Wilson – Sebastopol PS** [Michelle.Wilson@education.vic.gov.au](mailto:Michelle.Wilson@education.vic.gov.au)

**Phil Rogers – Rutherglen HS** [Philip.Rogers@education.vic.gov.au](mailto:Philip.Rogers@education.vic.gov.au)

**Rod Kendall – Hoppers Crossing SC** [Rod.Kendall@education.vic.gov.au](mailto:Rod.Kendall@education.vic.gov.au)

**Richard Minack – Brighton SC** [min@brightonsc.vic.edu.au](mailto:min@brightonsc.vic.edu.au)

**Sue Harrap – MacRobertson Girls HS** [Susan.Harrap@education.vic.gov.au](mailto:Susan.Harrap@education.vic.gov.au)

**Sally Naylor – NEV DSSI** [Sally.Naylor@education.vic.gov.au](mailto:Sally.Naylor@education.vic.gov.au)

**Simon Wood – Crusoe 7-10 SC** [Simon.Wood@education.vic.gov.au](mailto:Simon.Wood@education.vic.gov.au)

**Wendy Powson – Lilydale HS** [Wendy.Powson@education.vic.gov.au](mailto:Wendy.Powson@education.vic.gov.au)



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*A surge in membership has occurred in the last few weeks. Thank you to members for your advocacy.*



Gemma Needs  
APF Executive  
Officer

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

Join the APF  
<https://apf.net.au>

Forms can be  
completed on-line.

## EBA Update – Proposed VGSA 2022

Thank you to the many members who joined the EBA webinar last week *Unpacking the Agreement*. As presented, there are several elements in the proposed Agreement favourable to the principal class:

- ✓ Payments to Principal Class Employees will now be salary and not total remuneration (TRP) as has been the case previously. The exception to this is PCEs who are members of a defined benefit scheme.
- ✓ Total in salary increase for Principals is 16.5% (compounded) over the 4 years of the Agreement. (7.55% on signing, plus 2 x 1% increments per year).

- ✓ Total salary increase for Assistant Principals is 14.9% (compounded) over the 4 years of the Agreement (2.43% on signing, plus 2 x 1% increments per year, plus 1% lump sum payment on Dec 1<sup>st</sup> each year called position allowance).
- ✓ The gap between top of the teacher pay scale (Leading Teacher or Learning Specialist) and lowest AP Is set at approximately \$5,000.
- ✓ Compassionate Transfer Placement: provision of up to \$3m funding per year will be provided centrally to support placement opportunities for employees with compassionate transfer.
- ✓ Reduction in the administrative burden on principals through the provision of \$11.9888m per year (commencing 1 July 2022) to assist principals in:
  - ◇ New support to meet pre and post OHS audit obligations and Essential Safety Measures
  - ◇ DET to provide additional support to manage Emergency Management functions
  - ◇ Use of external investigators for complaints against staff, rather than principals being required to undertake the investigator role.

Whilst these are significant gains that need to be celebrated, through commentary in the webinar chat and direct contact with members, the element of the proposed agreement which has seen the strongest reaction and raised concerns relates to the proposed time in lieu (TIL) provisions for teachers and education support staff.

As per the National Employment Standards (NES) the maximum weekly hours for employees are set at 38 hours for a full-time employee. It is well documented and acknowledged that teachers and especially principals and assistant principals work well beyond these hours. Whilst any additional hours worked may not be at the request of the employer, anyone working within a school, whether it is teaching a class or leading a school, will know that the required roles and responsibilities (which are increasing exponentially) simply cannot be completed successfully within the 38-hour week. The role of principals, assistant principals and teachers is not a 38-hour week job. At times it far exceeds this due to the rich experiences and programs our wonderful government schools have on offer and the commitment school leaders and staff have to the students in their care.

The APF positioning is that work that is performed outside the agreed work schedule should not be based on the goodwill and generosity of employees but compensated appropriately by the employer. On this moral and industrial basis, the principles behind the time in lieu (TIL) provisions in the proposed Agreement are appropriate, justified and fully supported for all employees, including principal class. What does not sit comfortably however is that in implementing such major change as TIL compensation, there has been a lack of resource provision by the employer. Schools are simply required to absorb the cost and compensate for TIL from within an already limited and stretched school budget and human resource supply. The further increase in workload and mental load for principals to ensure the in-lieu time is implemented needs to also be taken into account and given due and appropriate consideration.

Based on these principles and the eloquent feedback from members (see below), we will be insisting that the TIL provision be fully resourced. Otherwise, we will further residualise\* (See footnote) Government Schools and the parents who can afford to do so will vote with their feet. If we truly are the Education State, this Victorian Government needs to prove it and appropriately



### Support for members

We are here to support and offer advice to all members at any time.

However, from time to time you may be concerned about a colleague. Please do not hesitate in making contact with us so we can offer them appropriate support.

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**Mark - 0418 551 375**



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fund this important initiative.

### Key and recurrent messages we are hearing from principals are:

*"I think this is the saddest agreement for students."*

*"I get the principles behind the time in lieu but what are the additional 6 weeks of leave for? Is it not for all the additional hours of work?"*

*"These factors will slowly erode the quality of the public-school experience and worryingly create a significant divide between public and private education."*

*"We (will) be cancelling camps and overseas learning experiences as we do not have the funds and resources to provide time in lieu for staff attending."*

*"Due to the CRT shortage, replacing teachers will be difficult and will result in a reduced quality of education being provided to students. Our teachers are highly trained in delivering our differentiated curriculum which focuses on strategic plan, challenging curriculum at every ability level, student agency and improving student learning, and AIP goals and targets. Do not expect NAPLAN results etc to improve with more and more time being taken out of the classroom by our teachers. In addition, teachers will lose touch with their class – student wellbeing and their connection with the teacher will suffer, as will parent confidence in the teacher. They will not only be out other classroom for TIL for camps but for many other after school activities...I just cannot see how this will work without severely compromising our school programs...Schools will be reduced to delivering a very basic curriculum and our students will be severely disadvantaged compared to those attending private/ non- government schools."*

### And a final statement from one primary school principal...

*"What a double whammy, or should I say, kick in the guts to the kids in Victorian Government Schools with the foreshadowed Time in Lieu (TIL) provision in the as yet to be ratified new EBA by school staff. It beggars belief that schools and/or parents can be expected to pay for the TIL for school staff to attend school camps, excursions, concerts, parent teacher meetings and the like, all the more so given that many schools, ours included are also facing annual revenue falls of \$80,000 or more due to the change in parent payments policy now in place. It's going to be 'goodbye camps' in countless schools. Whatever happened to that banner headline, Victoria: The Education State, proudly introduced by a previous Labor state government? Under the guise of 'free education for all in our public schools', the real beneficiaries of these twin initiatives will be the children attending our private schools."*

*Minister Merlino, please intervene now and revisit TIL provision and fund it accordingly. Firstly, many teachers would prefer a payment in lieu rather than more time away from their classes. Secondly, and even more importantly, public school students will sadly get, not what their parents thought they were paying for in their taxes, but a cut price, bargain basement education, one increasingly bereft of those deeply enriching educational activities such as camps and international trips. That would be an outrageous betrayal."*

Our government schools are a part of a robust and admired education system that has strong teaching philosophies and practices alongside rich offerings, programs and experiences for students. It will be a shame to see this compromised and reduced because we need to rightly compensate staff for hours worked beyond their work schedule. Similarly, to long service leave entitlements which are reimbursed by the Department, TIL under the proposed new agreement is an entitlement that needs to be compensated in monetary terms by the employer outside the school's budget. For this we will continue to strongly advocate and campaign.

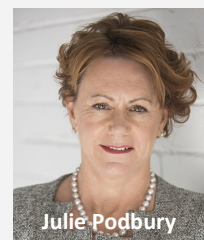
Given the potential adverse impact on school programs and experiences, we encourage members to share this development with their School Council, particularly if there is intent to cancel



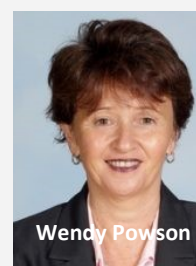
### APF EBA Bargaining Team



David Finnerty



Julie Podbury



Wendy Powson



Andrew Cock



Tina King

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programs for next year and beyond due to pending exorbitant costings and incapacity to fulfil the TIL provisions.

We welcome ongoing member feedback on this topic in order to help drive our discussions with DET representatives.

**APF EBA Bargaining Team** (David Finnerty, Julie Podbury, Wendy Powson, Andrew Cock, Tina King)

*Editors note\* Residualise: A process in which a residue is created....the residue left behind after all the good is removed.*



## Parent Payments Principal Reference Group Report

**Wendy Powson, Andrew Cock, Bill Kersing – APF Reference Group Members**



This group met for the second time on Friday, February 11. The main agenda items focused on the outlining of a proposed data collection process to measure the impacts of the 'policy clarification' (changes) implemented at the end of 2021, and an open discussion with regards to any emergent school level impacts reference group members had perceived or collated.

In reference to the first point, the data collection process proposed by DET will attempt to identify how changes to the parent payments (policy clarification) will impact revenue as well as the offerings of school programs.

Two hundred schools will be selected with a proportionate number from: -

- ⇒ Schools with and without prior engagement with the Parent Payments Team
- ⇒ Schools of varying size (including rural and metro)
- ⇒ Primary, secondary, P-12 and specialist schools
- ⇒ Schools from high, medium and low SFOE backgrounds.

The data to be collected will look at a range of matters including changes to camps and excursions, subject offerings and inclusions, revenue actually received in comparison to previous years and other program and staffing changes. The group commented that whilst the data collection is valuable in 2022, a longitudinal study should continue as the impacts of revenue decline is predicted to accelerate into future years. In addition, it was strongly recommended that the comparison be to 2019/20 (pre-covid) figures as 2021 data was already skewed with COVID changes and the first iteration of policy change.



With regards to emergent school level impacts, it was noted the impact is already 'obvious and unsurprising'. The principals in the reference group commented on the timing of the roll out - implementing new measures and language when administration teams were already juggling the workloads pressures of high rates of illness, forced covid isolation and contact tracing. It was also noted that the undeniable loss of revenue will be exacerbated in 2022 with massive hits on CRT

budgets due to staff isolations and the potential for a further hit on revenues due to the time in lieu ramifications of the proposed EBA which are potentially unfunded (estimated to be north of \$80K for medium size primary schools by way of example). It was also noted that there has been an increase in the numbers of parents seeking refunds after having paid the contributions initially, increased office hours and workload, confusion over the new wording and process and more. The unanimous feedback was that no school will be better off, and most schools will be worse off with revenue streams to decline further in future years. We will watch with interest the data as it is collated, and keep members informed of trends which are already reasonably informed in the anecdotal space!

"The desire to avoid conflict is understandable, but it's one of the most debilitating factors in organisational life.... True collaboration is impossible when people don't trust one another to speak with candour."

Keith Ferrazzi

"The first challenge of change is to ensure that it's desirable and the second challenge is to make it doable; then the biggest challenge of all is to make it durable and sustainable".

Hargreaves and Fink

The one misconception I would like to clarify is around the phrase, 'Those who can cannot do, teach.' While many educators are active contributors to the particular area in which they have domain expertise, school educators ... have committed themselves to developing skills in how to engage and foster growth of young people around the content and processes that comprise that area of expertise. It is the very special practitioner who makes a good educator; however, good educators need to have enough knowledge of their areas of expertise to cultivate excitement, curiosity, and spark the passion to commit to a vocation. **Maybe a better phrase is, 'Those who teach create those who do'.**

Michael Jay

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## Booster Vaccination Requirements

A reminder that as part of the [pandemic orders](#) announced on 25 January 2022, a third dose of a COVID-19 vaccine is now required for anyone who attends an education facility for work, unless they have a medical exemption.

All school staff who were eligible to receive their third dose of the COVID-19 vaccine on or before Tuesday 25 January 2022, must have their third dose by Friday 25 February 2022 or have a valid medical exemption. For staff that became fully vaccinated after Monday 25 October 2021, the deadline is Tuesday 15 March 2022.

The Department of Education requires you to log into eduPay and enter your third dose vaccination status as soon as possible and before the applicable deadline. The following intranet link provides information on how to [access your digital certificate and upload it to eduPay](#) (login required). You can also refer to the [quick reference guide](#) (login required) in eduPay for more assistance.

If you're yet to book your third dose of the vaccine, you can do so at a pharmacy, participating GP clinic, community health service, state vaccination centre or Commonwealth vaccination centre through the [Vaccine Clinic Finder](#), or by contacting your preferred service directly.

The [coronavirus.vic.gov.au](https://coronavirus.vic.gov.au) website includes [more information about the COVID-19 vaccine](#). Employees can [access up to half a day's paid release from duty](#) to attend their COVID-19 vaccination appointments. For further information about how employees will be supported to receive a COVID-19 vaccination, contact the Schools People Services general HR phone line: [1800 641 943](tel:1800641943).

The APF thanks you for working with these requirements for the safety of our Victorian school communities. The Department of Education has a range of supports available to school staff, which you can view on the [COVID-19 Health, Safety and Wellbeing Support for Schools](#) intranet page (login required). This includes confidential counselling available to all schools through the department's Employee Assistance Program.

Find out more

- To read about how vaccine champion, Dr Michael Lyrstis, from Bentleigh Secondary College, is helping his school community build confidence in the COVID-19 vaccine, visit [Stories from the Education State](#).
- For further information about how employees will be supported to receive a COVID-19 vaccination, contact the Schools People Services general HR phone line: [1800 641 943](tel:1800641943).
- More information about vaccine requirements in schools can be found on the Department of Education's [Policy and Advisory Library](#) (PAL):
  - ◊ [COVID-19 Vaccinations – Teaching Service and School Council Employees](#)
  - ◊ [COVID-19 Vaccinations – Visitors and Volunteers on School Sites](#).



### 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.

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## School Policy Templates Portal Updates – update from DET

### Changes to template policies on the Portal in Term 4

- This term we have published all changes made to our templates (for local school policies) during term 4 in an [article](#) in this week's School Update, along with information on significant updates to the Department's [Policy and Advisory Library](#) (PAL).  
\*Remember to log into the intranet before you click on the article link.
- All changes to our templates are also available on our [Portal Updates page](#).

### Policy Manual [Template]

Version X.x • 05 March 2017



### Policy and Advisory Library (PAL) – recent updates

- Schools can view changes to Department policies on PAL on the [Recently Updated PAL topics](#) page.
- This page is updated on a regular basis and lists all substantive changes made to PAL topics.
- We also include an end of term policy update in the School Update article each term. This term's article is [here](#).

### New communication method

- In 2022 onwards, to ensure all schools are informed about changes made to our templates we will continue to publish updates at the end of each term in the School Update.
- We will also continue to send an email update at the end of each term with a link to the School Update article detailing the changes given there are many school staff on our email list who do not receive the School Update email from the Department (only principal class and business managers currently receive School Update).
- If you no longer wish to remain on this email alert list, please let us know by responding 'unsubscribe' to this email and we will remove you from the list.

### Principal Advisory Service

- We recently launched our Principal Advisory Service – a phone and email hotline for school leaders – [principal.advisory.service@education.vic.gov.au](mailto:principal.advisory.service@education.vic.gov.au) or 7034 6777
- The Principal Advisory Service is a new service offered by our team designed to complement PAL and the School Policy Templates Portal and designed to reduce administrative burden by helping school leaders to find the right information or support they need.
- Further details about this service can be found on the [Principal's page](#) along with a number of other useful resources including a Key Contacts List for Department support services and a [School Operations Forward Planner](#).

### Support with any policy questions or issues

- We are available to support you with any queries relating to your local school policies and the Department-wide policies on PAL.
- We also welcome your feedback so that we can make improvements wherever possible. Contact the PAL support team at [pal.support@education.vic.gov.au](mailto:pal.support@education.vic.gov.au) or by phone on 7022 1888. This service is open to all school staff.



### Merit Protection Board – Board Members

The period of appointment of existing members of the Merit Protection Board are due to expire in September 2022. The advertisement inviting expressions of interest to serve as a member of the Merit Protection Boards from September 2022 has now gone live. The advertisement will be open until 25 February and can be found here: <https://www.boards.vic.gov.au/search-board-vacancies/merit-protection-boards-vgb/mpb2022>.

### VIT Hearing Panel Pool – expressions of interest

The process is underway to appoint further members to the **VIT Hearing Panel Pool** as the current 17 members' terms expire on 27 May 2022. The Minister for Education is inviting expressions of interest from individuals with suitable qualifications to be approved to the VIT hearing panel pool, commencing 28 May 2022 for a term of up to three years.

Applications are now open and will close at 11:59pm, **24 February 2022**.

Applications are to be submitted via [www.boards.vic.gov.au](https://www.boards.vic.gov.au). Please visit [www.boards.vic.gov.au](https://www.boards.vic.gov.au) for more information.

### PROFESSIONAL DEVELOPMENT FOR PRINCIPAL CLASS EMPLOYEES & Leadership Teams

Contact [dafinconsulting@optusnet.com.au](mailto:dafinconsulting@optusnet.com.au) or David Finnerty 0412 927 007, Julie Podbury 0419 103 664 or Loretta Piazza 0418 597 069

