

# Australian Principals Federation



## President's Report— Tina King

With the school term already commenced, we trust that you have managed time over the holidays to take a break especially after the demands and challenges faced.

Over the course of the last two years, school leaders have led with admiration and conviction through bushfires, floods and the pandemic. These challenging events combined with record levels of heavy workload, are presenting with ongoing risk for the health and wellbeing of our principals and assistant principals. A recent article by The Educator on [Principal Health and Wellbeing](#) highlights the burdening toll of ever increasing workload and demands and the toll these are taking on school leaders. Most importantly, the article identifies some measures which can provide relief from work demands and exhausting workloads.

In last year's Victorian State Budget, provisions to the amount of \$12.2 million were made to ease administrative and compliance burdens on principals (namely in way of OHS compliance). At the time, this was most significant as firstly it acknowledged the issues and concerns relating to workload for leaders and secondly budgetary provisions were made to help ease the burdens. Twelve months on however, many principals are wondering how this funding has alleviated the administrative burdens placed upon them. Furthermore, questions are arising as to why such a commitment has not been provided in this year's budget announced yesterday (see more on this later on in the newsletter).

Responsibility for the health and well-being of our school leaders is a shared responsibility with the onus on both the employee and the employer. This cannot be one sided and we simply cannot continue to rely upon the good will of leaders to get the job done. Our upcoming PD on the 3 June, focusses on prioritising your welfare and wellbeing and we strongly encourage you and the leadership team of your school to attend.

*T. King*

## APF Professional Learning Opportunity

### Thriving and Surviving in Challenging Times

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

[Riversdale Golf Club](#) (Link to map and address)

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



See the last newsletter for full details on presenters  
( sent 6th April)



Registrations have opened and we encourage members and non-members to attend. Registration form can be found at [PD Registration](#)



311/19 Milton Pde.  
Malvern. 3144  
Office phone: 0412 584002

### In this Issue:

**State Budget Report 2022-23, by Tina on P2**

**School Reorganisation P3**

**EBA Update P4**

**VPA Golden Anniversary P4**

**SASSLA Conference P4**

**APF WA Branch News P4**

**Parent Guides: Vaping P5 & 6**

**Four ways to be a leader when the chips are down. Columns 4 & 5**

**APF Website**

<https://apf.net.au>

## The Union exclusively for the Principal Class

## Victorian State Budget 2022 -23, Tina King

Yesterday I had opportunity to attend the release of the 2022-23 Victorian Budget. This is the eighth budget delivered by the Andrews Labour Government with the title of the budget **“Putting Patients Firsts”** clearly highlighting the focus and priority for investment in the health, hospital and care sector. The State Government’s **Pandemic Repair Plan** will see a boost of \$12 billion for healthcare and hospitals with the key items being:

- Recruitment and training of up to 7,000 health care workers, of which 5,000 will be nurses
- Additional 90 paramedics and 400 Triple Zero call-takers and dispatchers
- \$2.3 billion to upgrade and build new hospitals
- Transformation of Frankston Private Hospital into a public surgery centre
- \$698 million towards the expansion of the “Better At Home” program.

The state government has re-iterated its commitment to ‘building a world-class education system’ with the budget investment in education to support the continuation of key initiatives and upgrade and development of school facilities.

### Major Upgrades for Classrooms and Special Schools:

- Building of 13 new schools (see list on next page)
- Upgrade of 65 schools across Victoria (includes 36 Special School Upgrades which will see every Special School in the state upgraded)
- \$247 million for essential maintenance and compliance
- \$92 million for new relocatable buildings (to relieve pressure on schools that are reaching capacity)
- \$42 million to fund minor capital works and priority projects.

### Excellence in Education:

- \$779 million to recruit an additional 1,900 teachers (as per the reduced face to face time provisions in the proposed VGSA 2022)
- \$277.5 million to support the VCE and VCAL transformation which will include:
  - \* Boosting of the vocational teacher and support staff workforce
  - \* 400 additional VET trainers
  - \* Funding for jobs, skills and pathways coordinators in schools
- \$120.2 for government schools to provide new core vocational offering
- \$131 million for additional literacy and numeracy support which includes:
  - \* Middle Years Literacy and Numeracy Strategy (MYLANS) - \$87.2m over 4 years
  - \* Prep Bag Initiative - \$800k over one year
  - \* Continued support for The Academy Teaching Excellence Program - \$27.4m over 4 years
- \$37 million to continue the Student Excellence Program
- \$24 million to support the English as an Additional Language Program
- \$17 million to extend the Primary Mathematics and Science Specialists (this includes 100 additional teachers as mathematics specialists)
- \$5.2 million to establish the Regional Blended Learning Hub (for regional students to study subjects their school cannot not provide. Note - location to be determined).
- \$14.8 million to continue Targeted initiatives to attract more teachers.

There is no question that the pandemic has put our health system under extreme strain thus the funding boosts in this sector are justified and a necessity. We continue to unpack details of the budget upon the education sector and what is clear is that whilst there are continued provisions and inclusions, they fail to address key elements proposed in the VGSA 2022 specifically time in lieu. Additionally, issues pertaining to principal class workload and wellbeing have concerningly been overlooked in this budget. The budget demonstrates investment in students, teachers and schools however it appears that once again, our school leaders have been omitted and neglected.

The announced Victorian Budget investments and commitments, as they relate to education can be found at [Building a world-class education system](#).



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

***A substantial surge in membership has occurred in the last few weeks.***

***Word that the APF is a waning organisation is fake news.***

***Now who would put such a story about?***



Gemma Needs  
APF Executive  
Officer

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

Join the APF

<https://apf.net.au>

*Forms can be completed on-line.*

## School Reorganisations

We have been advised by the Department of the recently approved school reorganisations:

### Camms Road Primary School (interim name)

Formal establishment of Camms Road Primary School (interim name), as a Supported Inclusion School at 10 Morningside Boulevard, Cranbourne West, Vic, 3977 effective 1 January 2023

### Hayes Hill Primary School (interim name)

Formal establishment of Hayes Hill Primary School (interim name) at 145 Olivine Boulevard, Donnybrook, 3064 effective 1 January 2023

### Holyoake Parade Primary School (interim name)

Formal establishment of Holyoake Parade Primary School (interim name) at 70 Holyoake Parade, Manor Lakes, Vic, 3024 effective 1 January 2023

### Lollypop Creek Primary School (interim name)

Formal establishment of Lollypop Creek Primary School (interim name) at 114 Shipwright Parade, Werribee, Vic, 3030 effective 1 January 2023

### Merrifield West Secondary School (interim name)

Formal establishment of Merrifield West Secondary School (interim name) at 45 Blackmore Road, Mickleham, Vic, 3064 effective 1 January 2023

### Mount Ridley Special School (interim name)

Formal establishment of Mount Ridley Special School (interim name) at 1200 Aitken Boulevard, Craigieburn, Vic, 3064 effective 1 January 2023

### Officer Rix Road Primary School (interim name)

Formal establishment of Officer Rix Road Primary School (interim name) at 13 Campanella Avenue Officer, Vic, 3809 (Interim address) effective 1 January 2023

### Riverdale East Primary School (interim name)

Formal establishment of Riverdale East Primary School (interim name) at 455 Bethany Road, Tarneit, Vic, 3029 effective 1 January 2023

### Rockbank Murray Road Primary School (interim name)

Formal establishment of Rockbank Murray Road Primary School (interim name) at 121A and 123 Murray Road, Thornhill Park, Vic 3335 (Interim address) effective 1 January 2023

### Tarneit Missen House Primary School (interim name)

Formal establishment of Tarneit Missen House Primary School (interim name) at 85 Polly Parade, Tarneit, Vic, 3029 effective 1 January 2023

### Wollert East Secondary School (interim name) (Supported Inclusion School)

Formal establishment of Wollert East Secondary School (interim name), as a Supported Inclusion School at 222 Highpark Drive, Wollert, 3750 effective 1 January 2023

### Wollert West Primary School (interim name) (Supported Inclusion School)

Formal establishment of Wollert West Primary School (interim name), as a Supported Inclusion School at 7 Islington Street, Wollert, Vic, 3750 effective 1 January 2023

### North Melbourne Primary School (new campus)

Formal establishment of a new campus of North Melbourne Primary School at 25 Molesworth Street, Vic, 3051 effective 1 January 2023



## 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.

**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)

**Gemma— 0412 584 002**



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

## EBA Update

Schools and principals will receive information from the Department this week relating to the proposed *Victorian Schools Agreement 2022* ratification process. The package of documents will include Agreement Explanation, DET Approval Process and FAQ.



## VPA Golden Anniversary

We extend our congratulations to our colleagues at the Victorian Principals Association as they celebrate their 50 Year (plus 1) Anniversary. As a key learning body for Government Primary school leaders, the VPA has played and continues to play, a critical role in developing and growing our past, present and future leaders. Congratulations to all for the key work, influence and impact of the association over so many years and enjoy the upcoming celebrations.

## SASSLA Conference



Chris Chant

At the end of this month, our Federal President Chris Chant, Vic Branch President Tina King and our APF partners in WA will join our colleagues in South Australia as part of the SASSLA State Conference.

The APF representatives will meet with SASSLA Chief Executive Phil O'Loughlin as we continue to strengthen ties between our respective organisations. A key focus of conversation will be the problem of excessive education leader workload and the underlying causes. This is a systemic problem across our nation and it has never been more pertinent and relevant as it is today.

Despite being identified as a growing concern for many years, little has been done to address and confront the problem and identify what needs to change in order to support sustainable working conditions.

We thank our colleagues at SASSLA for extending an invitation to their conference and we look forward to partaking in the discussions and providing a post conference update to our members.

## APF Western Australia Branch News



As the collective industrial voice for the Principal Class in Western Australia, our WA Branch (PFWA) is seeing an increase in membership as they navigate through negotiations for better pay and conditions.

The Principals' Federation of WA has submitted to the Department of Education WA (DoE) a log of claims that is representative of the major issues facing current school leaders. The DoE of WA has not provided a formal second offer after the PFWA's rejection of the first. WA Branch president

Bevan Ripp has stated:

*“Conversations at the moment are really dominated by what the DoE can afford, so the PFWA log of claims presents it with a real challenge. I have emphasised to the DoE team that we will not back away from the salary, classification and workload items as the Government needs to get the message that after five years of a punishing wages policy, that unfairly targeted school leaders, we have had enough...”*

### Four ways to be a leader when the chips are down!

Two dynamics are often at work in boss-employee relationships. First, people who gain authority over others tend to become more self-centred and less mindful of what others need, do and say. Second, subordinates devote immense energy to watching, interpreting, and worrying about, even the smallest and most innocent moves their superiors make. It's possible for good leaders to avoid this 'toxic tandem' by taking four basic steps:

#### Providing predictability

When people know what's likely to happen – including unpleasant events like lay-offs – randomness is reduced and they can do their work without constant anxiety.

Clear, regular, consistent communication without spin or ambiguity is the key.

#### Increasing understanding

If predictability is about what will happen and when, understanding is about why and how.

Cont. column on P5

# The Union exclusively for the Principal Class



This information may be useful for  
Parent Nights or parent newsletters.



**Written by Cheryl Critchley**

## What is Vaping?

Vaping involves the use of an e-cigarette – a battery operated device that heats a chemical solution that users inhale.

Shaped like cigarettes, cigars, pens, USB flash drives, hoodie drawstrings or other common items, e-cigarettes contain e-liquid or 'e-juice' that comes in enticing flavours such as chocolate, bubble gum or various fruits.

E-liquids contain a range of toxic chemicals, and often contain nicotine even if they are labelled 'nicotine free'.

## Who is doing it?

While older smokers often vape to give up smoking, more young people are also vaping. In Australia between 2016 and 2019, [the number of current e-cigarette users aged 15-24](#) rose by about 72,000 (up 95.7%) to about 147,000.

This is concerning because [Research has shown](#) a strong association between e-cigarettes use by non-smoking youth and future smoking.

## The dangers

Evidence is mounting that e-cigarettes are not safe.

Results from international studies indicate that [they may be linked to lung disease](#). They don't produce tar like conventional cigarettes, but many scientists are concerned that they can increase risk of lung disease, heart disease and cancer.

Australia's [Therapeutic Good Administration](#) warns that the impact of wide scale e-cigarette use is not known but could be harmful.

Some overseas studies suggest that those containing nicotine may deliver unreliable doses, or contain toxic chemicals, carcinogens, or leaking nicotine.

Leaked nicotine is a poison hazard for the user and others around them, particularly children. Dangerous and lethal doses can be absorbed through the skin.

The Australian Government's [Department of Health](#) also warns that there is not enough evidence to promote the use of e-cigarettes for smoking cessation. Nor has the TGA approved any e-cigarettes for sale to help people quit smoking.

The TGA says Nicotine Replacement Therapy products have been approved as smoking withdrawal aids, but [e-cigarettes have not been assessed](#). This means their quality, safety and efficacy are not known. Nicotine-free e-cigarettes have not been assessed for safety.

## Hazardous substances in e-cigarette liquids and aerosols include:

Formaldehyde

Acetaldehyde and Acrolein, which can cause cancer

Some chemicals that can damage DNA.

Source: [Australian Government Department of Health](#).

Leaders need to give detailed explanations for why major changes are being made. People react negatively to unexplained events and do much better if they have information that's simple, concrete and repetitive.

### Affording control

**People don't embark on careers to feel powerless.**

The whole point of work is to achieve outcomes and have impact. That's why people are so deeply frustrated when events seem to render them helpless.

Effective leaders delegate maximum autonomy over how and when things are done – and make a point of celebrating small wins.

### Showing compassion

**When it's necessary to deliver bad news, leaders need to put themselves in their colleagues' shoes, understand their anxiety and fear, express genuine empathy, and take the time to answer questions.**

Maintaining people's dignity is a major goal at times like these.

Acknowledgement: "[How to Be a Good Boss in a Bad Economy](#)" by Robert Sutton in Harvard Business Review, Summer 202

Principal's Digest, June 2020

In most cases, nicotine-free e-cigarettes are legal, but this may vary between states and territories.

Most do not allow e-cigarettes use in places where cigarette smoking is also banned.

For more information, the [National Health and Medical Research Council \(NHMRC\)](#) has an e-cigarette statement, the Australian Government has [guiding principles](#) and the CSIRO has conducted a [literature review](#).

### What the expert says

Tobacco control expert Dr Michelle Jongenelis is [concerned about the level of vaping](#) by young people. "Australia has seen a tripling in e-cigarette use among adolescents and young adults," she says.

Dr Jongenelis, a Senior Research Fellow at the Melbourne Centre for Behaviour Change in the University of Melbourne's School of Psychological Sciences, investigates the pros and cons.

"Few youth are using the devices for smoking cessation purposes, so there really is no legitimate reason for teens and young people to be inhaling harmful chemicals that have a significant impact on their developing brain and health," she says.

Dr Jongenelis says the new laws are encouraging and hopes they will make it harder for youth to access nicotine-containing e-liquids. "The new laws will not, however, change access to non-nicotine e-liquids," she says. "These are also harmful, so we need to watch out for youth intake of these e-liquids too."

### Discussing vaping with your kids

- Discuss vaping with your teenager as you do with any other drugs.
- Chat to them about their desire to vape and where it is coming from.
- Is it because they are curious? Because they think it is cool?
- Discuss their beliefs about the outcomes of use.
- Above all, don't purchase the e-cigarette or e-liquids for them!

Source: University of Melbourne behaviour change expert [Dr Michelle Jongenelis](#)

**REPORT OUT TODAY** // Vaping causes harm and addiction in 'new generation' of users, major report warns

[https://www.abc.net.au/news/health/2022-04-07/vaping-causes-harm-addiction-new-generation-users-report-warns/100970768?utm\\_campaign=abc\\_news\\_web&utm\\_content=link&utm\\_medium=content\\_shared&utm\\_source=abc\\_news\\_web](https://www.abc.net.au/news/health/2022-04-07/vaping-causes-harm-addiction-new-generation-users-report-warns/100970768?utm_campaign=abc_news_web&utm_content=link&utm_medium=content_shared&utm_source=abc_news_web)

**Parent Guides** is an [Australian not-for-profit organisation](#) committed to helping parents of school-aged kids educate themselves on a range of issues facing young people today.

We want **teens, parents and educators** to have the resources they need to openly discuss and learn about potentially tricky topics. With help from public donations, purchases of our guides and government funding, we are able to **educate and equip the next generation with the tools and knowledge they need.**

[See the Parent Guide website](#)



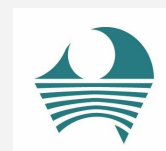
### Role of the APF — Industrial Relations: 101

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.

### Role of the APF — 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.



# The Union exclusively for the Principal Class