



# SASSLA

south australian state school leaders association

The Voice for SA State School Leaders

Legal | Industrial | Public Relations | Advocacy | Support

## ABOUT US

The South Australian State School Leaders Association (SASSLA) was formed in 2001 by a group of school leaders concerned the type of legal advice and support they needed was not forthcoming from other sources. With a starting membership of just 60 the Association has grown to include the majority of principals and many other leaders in our state. We are an Association created by leaders for leaders!

SASSLA is an Incorporated Association, managed by an Elected Board of school leaders. SASSLA retains a legal team through Tindall Gask Bentley Lawyers to assist members with legal and industrial matters. SASSLA is solely funded by members' subscriptions, which are tax deductible.

## YOUR LEGAL EDGE

We give you immediate access to free professional legal advice. Our team will represent you individually or collectively before relevant courts, tribunals, authorities or government departments. We also give peer support, advice, mediation and workplace visits. We can help you with any legal matter in your leadership role including:

- Workplace injury, public liability injury and Return to Work SA entitlements, processes and representation at case conferences and tribunal hearings.
- Unfair dismissal and reinstatement of entitlements.
- Defamation and vexatious allegations by staff members or parents.
- Assault and restraining orders.
- Allegations of breaches of code of conduct and misconduct investigations including ICAC.
- Harassment and bullying in the workplace.

## YOUR INDUSTRIAL EDGE

SASSLA arranges and offers representatives to act as your Bargaining Agents and advocate in Enterprise Bargaining negotiations to secure improved employment conditions for preschool and school leaders and to raise your concerns with the government. Our skilled team work to protect your rights and entitlements.

*We provide a voice for leaders without compromise.*

## ADVOCACY AND SUPPORT

SASSLA meets with officers from the Department for Education and parliamentarians regularly to advocate issues facing leaders. We maintain our independence from political parties and the Department to ensure we represent your views. We also provide support to our members who may need general guidance with leadership issues. Peer support and advice is paramount to us. We can provide you with a support person for disciplinary or complaint meetings in your role.

We pride ourselves on working collaboratively with all stakeholders in our public education system to provide proactive influence, policy and procedural improvement for our members.

## JOURNEY INSURANCE

Return to Work SA (previously WorkCover) no longer insures employees for injuries suffered while travelling to or from work. SASSLA has secured an insurance package to provide limited cover for journeys to and from work. This includes a maximum benefit payable of \$1500.00 weekly accident benefit, \$2000.00 broken bones payment and \$75,000 death cover. For full terms and conditions please see our website.



# ENTERPRISE BARGAINING

for School Leaders and Preschool Directors  
**2018**



**Phil O'Loughlin**

Chief Executive and  
SASSLA Bargaining Agent

## A MESSAGE FROM OUR CHIEF EXECUTIVE

SASSLA is strong and effective in its collaborative representation, industrial advocacy and legal defence of leaders. Now more than ever we need an organisation which is uncompromisingly dedicated to the support of leaders with the underlying principles of fairness and reason.

SASSLA has arranged for representatives to represent our members in the 2018 Enterprise Bargaining negotiations as Bargaining Agents, under Section 76(2) of the Fair Work Act, to give specific representation to leaders in the EB process.

***You have a choice of who represents you in the EB negotiations!***

Leaders are overburdened by too much clutter. Our submissions to the Department will centre on getting back to basics; having the time to work with other leaders, one on one, coupled with salaries which recognise and reward practical support and guidance.

Membership concerns and our analysis of flashpoints, leadership density and workload suggest the following areas for improvement:

- A substantial salary increase to recognise higher accountability requirements and demands.
- A reduction in the number of classifications. We are overclassified with nine categories when five to six would be fairer. We have too many distinctions to override common responsibilities.
- Being actively supported to do the work that makes the most difference to student achievement and outcomes; leading the learning in our schools and preschools.
- Access to professionally driven learning structures for leaders including sabbaticals and recovery leave.
- Improved structures for workplace consultation with wider representation of views and interests.
- Implementation of significant changes to workload demands and provision of quality support services to all Preschool Directors.

**WE  
INVITE YOU TO  
CONSIDER ADDING  
YOUR VOICE**

*to the growing numbers of school and preschool leaders who want the EB to make a difference. Our priority is to improve your employment conditions and focus on leading learning in schools and preschools.*

## LEADERS AND THE LAW

Being a leader is one of the most vulnerable professions there is. Almost every policy and procedure has some legality attached to it. The Preschool Director or the Principal is the senior finance officer, responsible for the expenditure of millions of dollars. If the Preschool Director, Principal, or staff, do not strictly follow policy, they may fall foul of the law over conflict or misuse of funds.

The Disability Discrimination Act can be a legal minefield for leaders as they try and provide for all with scarce resources. Parents can be vocal in pushing for social justice and leaders are often caught in the middle of resulting litigation.

Work Health and Safety is another challenge as leaders become on-site managers under the Act, often in charge of major building works with complex building and safety regulations. Leaders can be sued for allowing an unsafe environment even when they have small capacity to do much about a fault or issue. Leaders are increasingly targets of litigation arising out of staff or student illness attributed to bullying or other health issues.

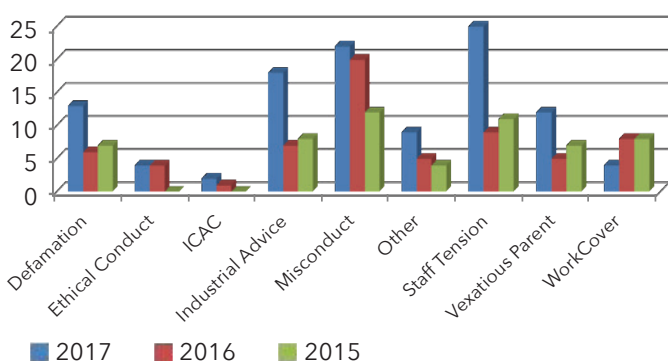
No wonder there is a poor applicant rate for leadership positions with an endless list of vulnerabilities in day to day work, little support and low pay differentials. Preschool Directors, Principals and other Senior Leaders are increasingly looking to SASSLA for support in dealing with these issues, to have the assurance of a lawyer when needed.

SASSLA has experienced a record number of members involved in misconduct investigations over the last year, including ICAC (Independent Commissioner Against Corruption). Last year, SASSLA identified eight sources of investigation from a departmental organisational chart:

- Investigations Unit
- Education Complaint Unit
- Education Director (including the use of private investigators)
- Audit and Risk
- Performance and Incapacity Unit
- Misconduct Disciplinary Unit
- Ethical Conduct Unit
- Incident Management Division

We also have new registration procedures, extensive preschool regulations, reporting, accreditation and a Children's Commissioner to work with along with external investigation authorities such as SAPOL and ICAC.

SASSLA Member Assistance by Issue 2015-2017



## How would you deal with UNFORESEEN CHALLENGES?

A teacher submits a grievance to your ED and the AEU. They assert that you are bullying them and start bad mouthing you to parents and colleagues. A directions meeting is called. **Who represents you when the AEU is representing staff?**

You are told to leave your site immediately and suspended pending a misconduct investigation. You receive little information outlining the allegation and no relevant assistance from the Department. **How do you afford the cost of legal representation and how do you protect your career?**

A parent defames you on Facebook, tells other parents that you are a criminal and creates a Facebook hate page dedicated to you. **How do you stop the defamation, how do you seek damages to your reputation?**

## MEMBERSHIP APPLICATION

or join online at [sassla.asn.au](http://sassla.asn.au)

Mr, Mrs, Ms, Miss, Dr (please circle)

Given Name: .....

Family Name: .....

Home Address: .....

.....

Street Address: .....

.....

Suburb: .....

Postcode: .....

Contact Number: .....

Email: .....

ID Number: .....

Current Site: .....

Partnership: .....

Position: .....

I hereby apply for membership of the South Australian State School Leaders Association and understand that if my application is accepted, my membership will be effective from the date of the first payroll deduction. I certify that the information I have provided above is correct and my position equates to band B2 or above.

### PAYROLL DEDUCTION AUTHORITY:

I authorise a payroll deduction of \$29.59 (GST inclusive) per fortnight to be paid to the South Australian State School Leaders Association. I understand that my membership will not be effective until the first payroll deduction. I understand that this deduction may be increased in future years to an amount in proportion to any increase in the annual membership fee set each year at the Association's Annual General Meeting.

Date: ...../...../.....

Signed: .....

Please post to the address below.

## WHY SASSLA?

- Protect your career, reputation and wallet with fully funded legal support. Neither the Department nor the AEU can be relied upon to support you when something happens. Join now and let SASSLA be your safety net.
- What would happen if a staff member and you both needed representation from the AEU on the same matter? We provide a voice and uncompromising advocacy for leaders.
- Membership fees are \$29.59 per fortnight and are tax deductible. Far more cost effective than the AEU.
- Conferences and seminars dedicated to school leadership issues throughout the year.
- Regular email, web and social media updates about leaders' work and legal matters affecting education.

## MEMBERSHIP IS OPEN TO:

- Principals
- Preschool Directors
- Deputy Principals
- Assistant Principals
- Senior Leaders (band B2 and above)
- Education Directors, Principal Consultants and Early Childhood Leaders
- Managers of Support Services and Leadership positions in the Department (if a substantive school leadership role has been previously held)

## TESTIMONIALS

"It is so important that Principals have the full support and confidence of the Department. My very public legal case highlighted the fragility of the system when support and confidence dissipates in the face of political interference, media attacks and intolerance. SASSLA gave me legal support and encouragement during a very difficult time."

### Principal Isolated Area School

"Whilst other associations and the Department talk about leader well-being, SASSLA was the only one to provide the care, concern and professional guidance for me over the past two years. As leaders we often hear of others enduring stressful times and it is easy to gossip, dismiss or think it won't happen to us. I hope no one has to endure what I have, but if you do, you can't afford not to be a SASSLA member. They shine the light in the darkness."

### Principal Metropolitan Primary School

"As a principal we can find ourselves in unexpected circumstances. One such event occurred to me creating much concern and pressure. Fortunately SASSLA ensured a positive outcome which has seen me back doing what I love; educating our states future."

### Principal Adelaide Hills Primary School

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