



Speech by

# Peter Wellington

MEMBER FOR NICKLIN

Hansard Wednesday, 11 October 2006

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## SCHOOL ADMINISTRATION STAFF

**Mr WELLINGTON** (Nicklin—Ind) (8.58 pm): I rise tonight to join with my school parents and citizens associations and parents to speak in support of the school administration staff at our public schools. I understand there is currently a log of claims with the government requesting more support for our school administration staff. I will now read onto the public record a submission I have recently received which I believe shows how just, fair and reasonable the current log of claims is. The letter states—

As you are probably aware there has been a long standing Log of Claims requesting more support for school administration at our public schools.

In 1990 schools were issued with some funding that could be used to purchase administration staff, or office equipment. Many staff were employed on a casual basis for 10 years before recognition saw many of those put into permanent roles. During this time staff were not paid holiday pay or any additional benefits. Those allocated hours were based on student enrolment.

Since 1990 the calculation of office hours has not changed, but the role has gone from basic office skills, i.e. answering phones, issuing hand manual receipts, photocopying etc to managing school budgets, operating an Education Queensland specific computer based system, managing HR resources, and keeping up to date with ICT advances. The responsibility far outweighs the classification.

In a school with a minimum of 300 students, a classified position of AO3 is in place. This is a registrar's position. Yet in a school below the enrolment figure, an AO2 unclassified position is in place, yet the AO2 does the same job as a registrar without any recognition or pay increase.

As the school now has Education Queensland specific computerised systems in place, there is no difference in roles, especially in smaller schools. We are looking for change where an AO3 position, not necessarily a full-time position, is in every school. We need reclassification immediately. Teachers aides have just moved towards pay increases to match their roles.

The staff at—

this small school—

wish to offer their support for AO2 Administrative Officers and the Queensland Public Sector Union in supporting their claims to review their working conditions.

The relevant points for our school are as follows:—

- Rectify AO2 pay rates in smaller schools to reflect their work load and level of responsibility.
- Increase base allocation to 25 hours per week, regardless of number of students enrolled, ensuring required tasks can be completed without individual schools having "to buy" in extra hours.
- Provide progression from AO2 to AO3 for experienced AO2's.
- Review workloads and position level responsibilities.

Schools have become increasingly more complex places, with roles of all staff members broadening. Administrative Officers' roles have changed significantly to that of 15 years ago, with no apparent change in role description or time allocation procedures.

We strongly recommend the above points are addressed promptly to ensure a fair and equitable work environment for all.

I have received a number of letters from my small schools. I support them 100 per cent.

Time expired.