

# What are the Limits?

A Human Resource and Industrial Perspective

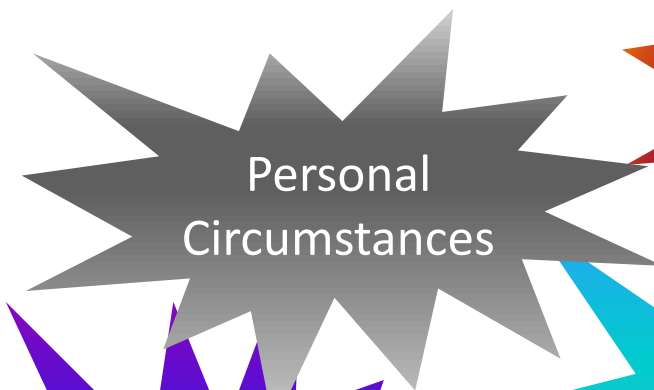
SASPA Symposium  
Scheduling for 21<sup>st</sup> C Learning  
24 March 2017



# Enterprise Agreement - Teacher Workload



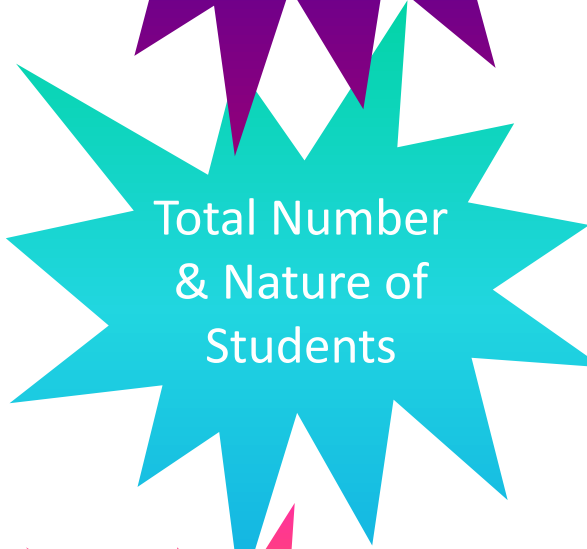
Face to Face  
Teaching/  
Contact Time



Personal  
Circumstances




Class/Group  
Size



Total Number  
& Nature of  
Students



Other  
Site-  
based  
Aspects



Number &  
Nature of  
Classes



Other  
Duties



Teacher  
Experience



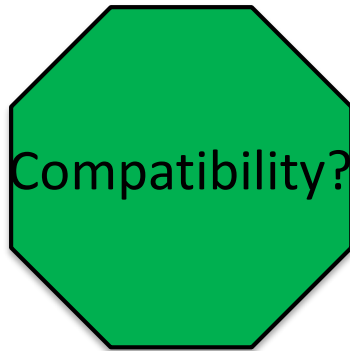
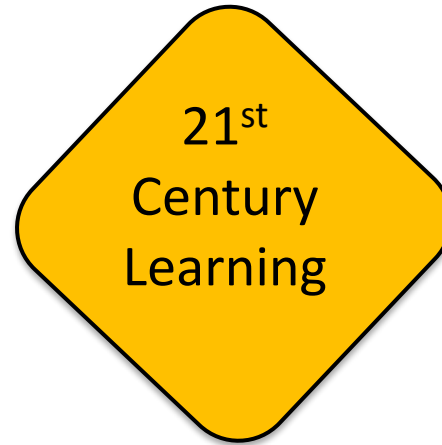
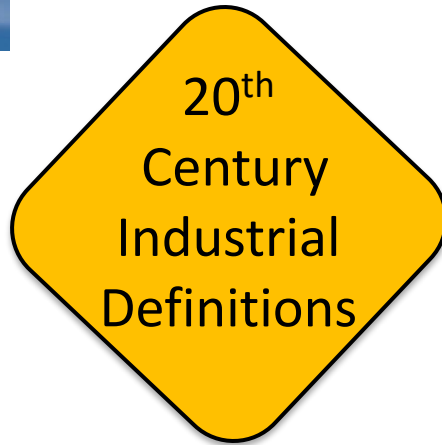
Teacher  
Capabilities



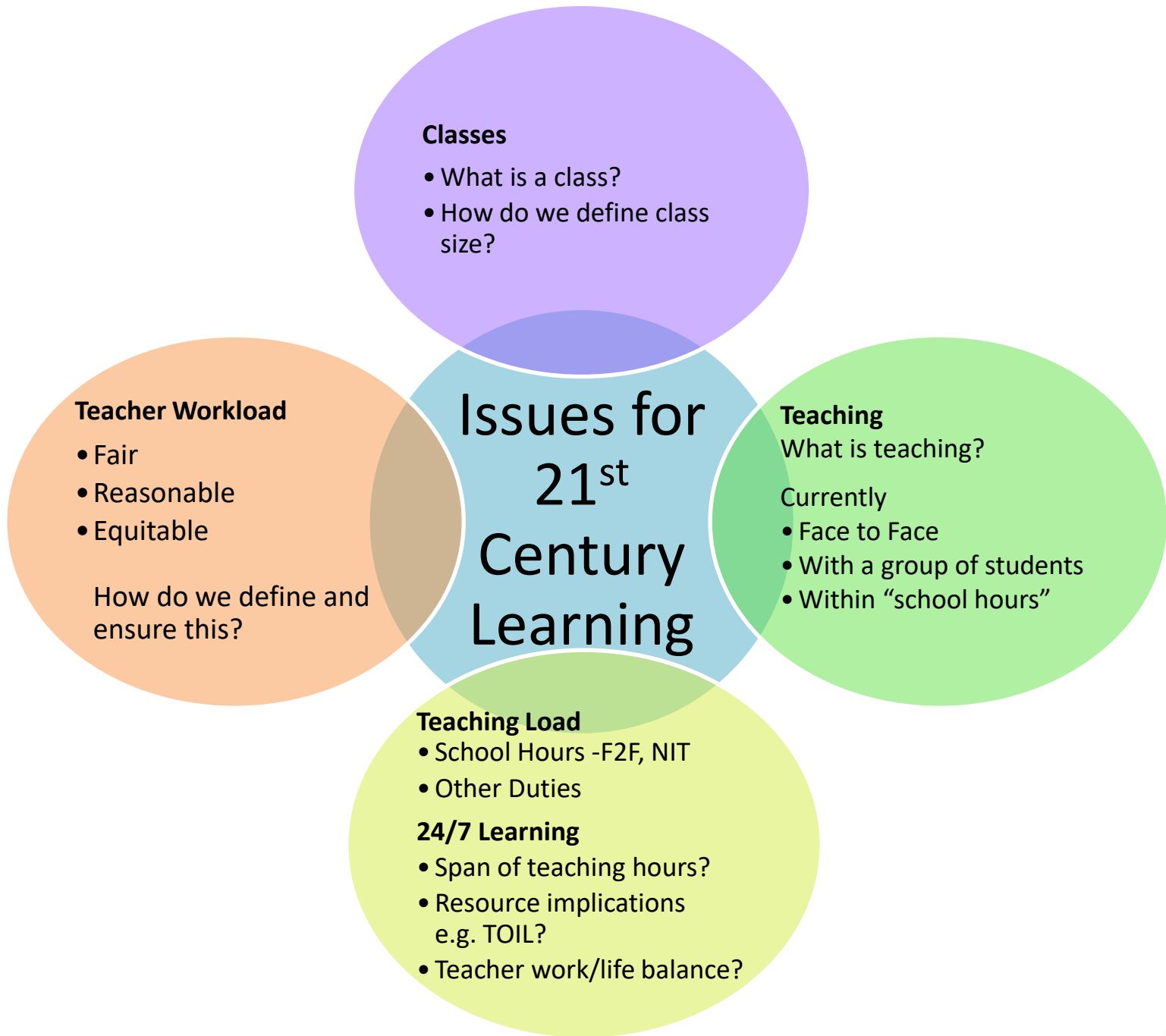
Non  
Instruction  
Time



# Changing the Paradigm



Do the definitions need to change?



# The School Day

## **Education Regulation 78 Organisation of a School Day**

Not less than 40 minutes for luncheon each school day

Provision made for recess during morning and afternoon sessions

Between 5¼ and 5½ hours each day for instruction, exclusive of luncheon and recess interval.

The Chief Executive may permit otherwise

## **Teachers (DECS) Award Clause 5.15**

A teacher will not work more than five hours in any one working day without being allowed a meal break

Not less than 30 minutes

- May be reduced to 20 minutes on days where the teacher is rostered to undertake yard duty during the luncheon break

To be taken not more than five hours after the commencement of work on that day

# Change Drivers

**Productivity**

**Efficiency**



**Policy**

DECD

**Industrial  
Instrument**

DECD/AEU/PSA

**Legislation**

Government

**Time Requirement**

