



## VPA Position Paper

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### The Implementation of EduPay

Over the past six months DEECD has been implementing a new HR program across the system. Initially there was a trial in EMR followed by a very quick implementation period for the rest of the state over a 6 month period. The Victorian Principals Association (VPA) is concerned that the implementation has been too rushed without the appropriate system processes in place. The VPA and VASSP presented a petition, with over 1700 responses, that access to EduPay was needed off site.

#### **Purpose**

The VPA seeks to support schools in the implementation of EduPay across Victoria.

#### **Background to the VPA Position**

The VPA position to EduPay implementation has been determined in the following context:

- Implementation has commenced without complete and proper processes in place
- There is a severe lack of access beyond the school network
- There is no process in place for the certification of payroll over vacation periods
- There is only allocation for one 'proxy'. This is limited considering the likelihood of both the Principal and 'proxy' being unavailable
- The system relies on staff to properly manage their own leave
- The size of Edumail accounts/boxes for Principals and Business Managers is insufficient
- There is no provision for the tracking of leave for staff who fail to enter relevant details
- The EduPay system creates an additional layer of work for all staff
- There is no provision for offline payments
- Over/under payments cannot be corrected until the following pay period

#### **VPA Position**

The VPA advocates for:

- All Users must be provided with remote access from outside their school network
- A recognised process be put in place for the certification of payroll over vacation periods
- An allocation of more than one proxy
- Increase the size of Edumail accounts/boxes for Principals and Business Managers
- Provide a tracking system of leave for staff who fail to enter relevant details
- Provide opportunities for offline offline payments
- Correction of Over/Under payments in between pay periods