A joint communiqué from

The Department of Education and Training and the Liquor, Hospitality and Miscellaneous Union

*Developing Performance Framework (DPF) agreed implementation timelines*

The Department of Education and Training (DET) and the Liquor, Hospitality and Miscellaneous Union (LHMU) are committed to continued state wide implementation of the *Developing Performance Framework (DPF)* and have published a joint statement to reinforce this commitment.

This joint statement highlights agreement between DET and the LHMU to implement the Framework in all DET schools and workplaces across the state.

DET and the LHMU have also agreed on a state-wide timeline for implementation of the framework. The timeline is:

**In 2010**
- All principals and senior leaders have a *Performance and Development Plan* in place with their direct supervisor
- All schools and workplaces have an implementation plan that has been negotiated with staff (in schools this must be agreed through the Local Consultative Committee)

**By December 2010**
- All employees are familiar with the developing performance process
- All Developing Performance Framework team leaders have a Performance and Development plan in place

**By December 2011**
- All principals, senior leaders and team leaders are engaging in developing performance conversations with all employees
- All employees have engaged in developing performance conversations and have a Performance and Development Plan in place for 2012

**By December 2012**
- All employees have engaged in a full cycle (4 phases) of the developing performance process
- All employees have engaged in developing performance conversations and have a Performance and Development Plan in place for 2012

Principals can seek support for implementation of the Framework in their schools through their Regional office.

For further information and resources to support implementation, visit the Developing Performance Framework website at: