A joint statement from

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

Developing Performance Framework

The Department of Education and Training (DET) and the Liquor, Hospitality and Miscellaneous Union (LHMU) are committed to promoting the professionalism and performance of all employees of DET.

Since 2005, DET and the LHMU along with the Queensland Public Sector Union and Queensland Teachers Union have worked together to create and trial the Developing Performance Framework (the Framework). The parties have now agreed to the implementation of the Framework in all DET schools and other DET workplaces.

The framework is founded on the joint belief that – given the opportunity – employees seek to develop their skills, knowledge and performance throughout their working lives. They do this to achieve personal satisfaction, improve their workplaces and achieve the best outcomes they can.

Therefore, the focus of the Framework is on developing performance as a positive form of performance management. It provides the process and tools for all employees and their leaders to negotiate agreed work and individual career development goals and the resources they need to achieve them. Given this performance development focus, the Framework is separate from the procedures for the management of unsatisfactory performance.

In establishing and implementing the Framework, each school or workplace should adopt an approach that is appropriate to its needs. Unlike traditional supervisory models of individual performance appraisal, the Framework supports group, team, collegial and mentoring approaches to the process of developing performance. These approaches are recommended because they offer the desirable outcome of employees operating in a collegial manner to share responsibility and build a culture of support.

The Framework is not intended to be an instrument of work intensification for employees or their leaders, nor merely an exercise in compliance. Rather, it is an opportunity for employees and their leaders to continue to develop their capabilities for the benefit of their workplace, Queensland students and their own satisfaction.

The Framework includes a cyclical process of negotiating and implementing an agreement that covers three aspects:

- Key work tasks for the period of the agreement and expectations of employees
- Activities directed toward furthering employee’s career goals
- Support or training necessary to support the achievement of work and career goals

At the heart of the process is a genuine negotiation that takes these aspects into account, including realistic assessment of workload implications for the individual or team, and the school’s and work unit’s capacity to provide the resources necessary to support the achievement of the goals articulated in the agreement.

The agreed capability documents that also form a part of the Framework provide a reference point for the negotiation of agreements.

For all public service employees the Capability and Leadership Framework is the reference point.

The Developing Performance Framework is also intended to meet the requirement of the Public Service Commission Directive regarding performance development.

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Craig Allen
Assistant Director-General
Human Resources
Department of Education and Training

Neville Swan
Branch President
Queensland Liquor, Hospitality and Miscellaneous Union