The Department of Education and Training (DET) and Together are committed to promoting the professionalism and performance of all DET employees.

Since 2005, DET and Together, along with United Voice and the 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 possible in their individual roles.

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 identify the resources they need to achieve their goals. 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 schools and 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 their own satisfaction and for the benefit of their workplace and Queensland students.

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

- key work tasks and expectations of employees for the period of the agreement identified
- activities directed toward furthering employees’ career goals
- the 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 or work unit’s capacity to provide the resources necessary to support the achievement of the goals outlined in the agreement.

The agreed capability documents, that form part of the Framework, provide a reference point for the negotiation of agreements. DET and the Unions remain committed to amending these documents by agreement as necessary to maintain their currency:

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

The Developing Performance Framework is intended to meet the requirements of section 7.2.2(c) of the Public Service Commission Directive 21/10 Employee Performance Management regarding performance review and development.