The Department of Education and Training (DET) reinforces its commitment to continued statewide implementation of the Developing Performance Framework (DPF) as a positive form of performance management.

In September 2010, DET and United Voice, (then LHMU) published a Joint Statement on the Developing Performance Framework. This statement highlighted agreement between DET and United Voice for implementation of the framework in all DET schools and other DET workplaces where teachers, teacher aides, school cleaners and other support staff are employed across the state. The department and United Voice have also agreed on statewide timelines for implementation of the framework. These agreed timelines are outlined in the Joint Communiqué, the Developing Performance Framework (DPF) agreed implementation timelines, issued in September 2010.

In partnership with United Voice, the department’s Workforce Capability and Performance Unit has launched an updated Developing Performance Framework website. This further highlights the commitment of both parties to the development of resources to support implementation of the DPF.

The website guides team leaders and team members planning implementation of the framework. It provides information and resources to support their understanding of the process, from preparing the groundwork to participating in, and facilitating Developing Performance conversations.

Overviews of the phases of the Developing Performance process, and resources to support implementation, provide employees with a range of tools they can use as they move through the process.

These resources include:

Developing Performance implementation guides
- These guides are electronic booklets that outline the Developing Performance process, and contain interactive resources and information to support employees in understanding and implementing the process.

Developing Performance – conversation and plan template
- This template supports team leaders and team members in preparing for, participating in, and facilitating Developing Performance conversations.

Developing Performance – a step-by-step guide to the conversation and plan template
- This guide explains each step in the process and highlights the role of both team leader and team member.

In partnership with United Voice, the department will continue to develop resources supporting implementation as necessary.

For further information and support resources visit the Developing Performance Framework website or contact the Workforce Capability and Performance Unit on (07) 3237 0039.

A joint communiqué from

Department of Education and Training and United Voice

Updated Developing Performance Framework (DPF) website and resources
Supporting the performance development of our people

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