

SASS Staff Performance Development ban

PSA direction to members

Work Ban on all activities related to Performance Development in schools

PSA members are directed to immediately cease undertaking any and all activities related to Performance Development in schools.

The PSA Executive has authorised the following PSA Departmental Committee recommendation:

“That the Schools DC endorse a work ban on all activities pertaining to SAS staff Performance Development and that members be directed to comply with the ban. This ban is to remain in place until the DC’s concerns in relation to responsibilities associated with assessment and review of individual performance plans, SAS staff not having capability based role descriptors and the implementation timeframe across the public sector are resolved.”

The PSA has a variety of concerns with the roll out of Performance Development which the Department has not addressed.

These include:

- How the statement of duties for SAS staff relates to capability based role descriptions

- It is unclear who will be signing off on the PDPs. If it is the School Administrative Manager (SAM), the concern is that they may not be supervising the person on a day to day basis. This also raises workload concerns for SAMs
- Adherence to statement of duties – the PSA expressed concern that there has been a pattern of staff being asked to do work outside their statement of duties and asking staff to engage in Performance Development is part of this
- Lack of planning and information on how the Department is going to ensure that Performance Development is consistently and fairly implemented across all schools

The PSA is committed to being a member – centred union. That is why our newsletter of 29 June 2016 asked PSA members to let us know whether you support the ban.

All members who responded to our request were supportive of the ban.

This ban will remain in place until the PSA’s concerns are addressed.

If members have any questions please email us at schools@psa.asn.au

