

## **Question on Notice**

**No. 873**

**Asked on 17 September 2015**

**MR MANDER** ASKED THE MINISTER FOR EDUCATION AND MINISTER FOR TOURISM, MAJOR EVENTS, SMALL BUSINESS AND THE COMMONWEALTH GAMES (HON K JONES) –

**QUESTION:**

Will the Minister advise (a) how many teachers are currently in a Management of Unsatisfactory Performance (MUP) process and how many MUP processes have been completed this school year, and (b) the numbers of teachers in each of the past five school years (2010 to 2014) who underwent MUP and the outcomes, for examples what stage in the MUP process was reached, the numbers that reached the final outcome of disciplinary action and what disciplinary action was taken?

**ANSWER:**

I thank the Member for his question.

The Palaszczuk Government is committed to ensuring Queensland students have access to quality teachers.

The Department of Education holds teachers to a high standard and I am advised the Managing Unsatisfactory Performance (MUP) process aims to proactively bring performance issues to the attention of employees and provide them with the opportunity to improve their performance.

The MUP process for teachers has four stages, the first two of which are focussed on identifying performance concerns and improvement at the local level and the third which provides a further regional level examination of the process and the teacher's performance, if this has not yet improved. The fourth stage consists of the matter being referred by the Regional Director to the Board of Review (the Board) as part of an independent review of the process.

The Board then makes a recommendation on the proposed actions to be taken to the Department's Assistant Director-General, Human Resources, who will then determine the final administrative action on an unsatisfactory performance report.

The Board of Review consists of the Department's Executive Director, Performance; a State School Principal, a State High School Principal; and a representative of the Queensland Teachers' Union.

The Department does not keep centralised records of these performance processes unless it is recommended by the Regional Director that the process move to stage four. The number of DET participating in stage four of the MUP is outlined below in Table 1.

Table 1: Number of Department of Education and Training Employees participating in the Stage Four Managing Unsatisfactory Performance Process by Year

Year	Total
2015: Current	4
2015: Closed	4
2014	8
2013	12
2012	10
2011	7
2010	5
TOTAL	50

Table 2: Outcomes of Completed Department of Education and Training Stage Four Managing Unsatisfactory Performance Processes by Year

Year	Outcome	Total
2015	Employee Dismissed	1
	Resignation	2
	Temporary Engagement Expired	1
2014	Employee Dismissed	3
	Other	1
	Resignation	4
2013	Employee Dismissed	7
	Resignation	5
2012	Caution	1
	Employee Dismissed	4
	Other	3
	Resignation	2
2011	Employee Dismissed	7
2010	Employee Dismissed	3
	No Further Action	1
	Resignation	1

For Table 1 and Table 2, it should be noted that this data:

- relates to teachers and does not include other employees such as Heads of Department, Heads of Curriculum, Deputy Principals and Principals;
- only relates to stage four of the MUP process;
- does not include unsatisfactory probationary matters;
- reflects matters that were finalised in the period from 1 January to 31 December for each year specified; and
- relates to State School employees and not TAFE teachers.