**Workplace Reform Permanency**

**Principles for permanency of workplace reform**

The capacity of schools to implement a reform for a defined trial period has been operating for a period of more than twelve years - however, the process of creation of permanent reforms has remained a point of contention.

It has been agreed that a number of principles will guide this process:

* No reform may be trialled for more than three years i.e. by the end of the third year of a trial the decision must be made to make the workplace reform permanent or abandon the trial completely.
* A decision regarding application for permanency or discontinuation shall be made by the Local Consultative Committee after effective consultation has been undertaken with all staff.
* Any proposal to make a workplace reform permanent will only be progressed if the affected employees agree by means of a ballot as outlined in the [Workplace Reform Permanency procedure](https://ppr.mpe.qed.qld.gov.au/pp/workplace-reform-permanency-procedure).
* Instances of local level decision making with regard to the fixed/flexible teacher staffing ratio can only occur at schools where difficulties with attracting suitable teaching staff can be demonstrated, or where specific educational programs have been developed to accommodate aspects of the ETRF agenda.
* A workplace reform proposal will only be considered for conversion to permanency where a full and rigorous effective consultation process has been undertaken. Such a process will include the production of a written proposal for the consideration of all staff detailing:
* the full cost of the proposal and the source of any school funds to be expended in the long term
* contingency plans to be put into effect in the event that sources of funds are impacted by unexpected changes in enrolment
* deliberate explanation of the impacts on the school-based management guarantees contained in the [Department of Education, Training and Employment Teachers' Certified Agreement 2010](http://www.qirc.qld.gov.au/resources/pdf/certified_agreements/cert_agreements/2010/ca2_2010.pdf), or replacement agreement, particularly class sizes, provision of non-contact time, protection of specialist teacher positions and protection of the transfer/relocation systems.
* Where a position is to be created, the position must have been JEMS evaluated and have a role description that has been approved by the Director, Workforce Recruitment and Employment.
* All positions created will be permanently filled by the appropriate selection processes applied in the following order of priority:
1. deployment
2. relocation
3. redeployment
4. Transfer, and
5. merit.

 The provisions contained in [Directive 01/10 - Recruitment and selection](http://www.justice.qld.gov.au/fair-and-safe-work/industrial-relations/queensland-government-employees/directives) will be applied for non-teaching public service officers.

* The proposal is consistent with the school’s [Workforce Plan](https://ppr.mpe.qed.qld.gov.au/attachment/workforce-planning.docx).