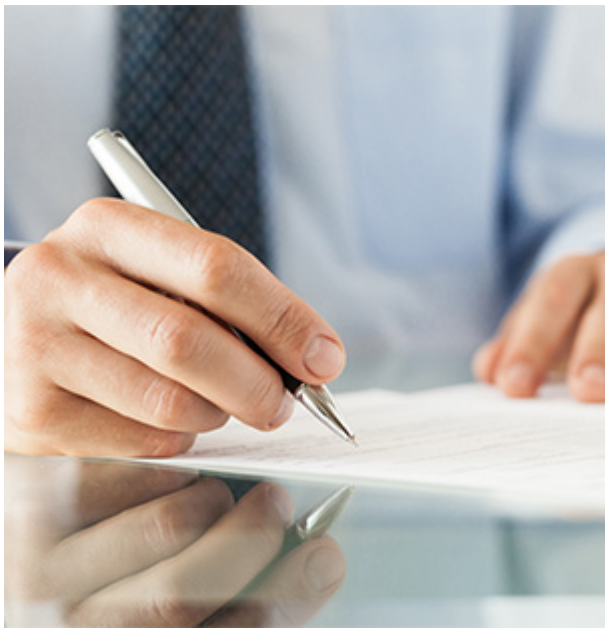
Performance management concerns heard



The SSTUWA has raised concerns from members regarding recent amendments to the Department's Employee Performance Procedures document.

In section 3.1, under the section headed 'Guidance' there is advice about the use of video recordings as 'evidence' in performance management proceedings and the need for them to be retained in the event of 'possible sub-standard performance'.

We were concerned that the wording of this guidance conveys a sense of retrospectivity as to the use of video recordings. It implies that videos made for one purpose may be used for another purpose at some future time. Read the article here.

This is not so. Where teachers consent to the making of a classroom observation video they should specify the purpose for which the video is to be used. The video should be destroyed once it has served that purpose. **The Department has now agreed with the Union's position**.

The SSTUWA's full Performance Management Manual can be found here.

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