



The Honourable Rod Welford MP



Queensland  
Government

Mr Neil Laurie  
The Clerk of the Parliament  
Parliament House  
George Street  
Brisbane QLD 4000

9 NOV 2007

Minister for Education and Training  
Minister for the Arts

Dear Mr Laurie

Thank you for your letter dated 11 October 2007 regarding petition 915-07 concerning the position of principal at Sandgate State School. I provide the following to you in response to the petitioners request that Mr Duncan Ree be appointed permanently to the position of Principal at the school.

The department is committed to ensuring stability of leadership in state schools. Recruitment and selection policies and processes are continually reviewed and amended to achieve this goal. There is a legislative requirement that, in the first instance, permanent vacancies are appointed based on merit following advertising of the vacancy. As the principal position at Sandgate State School is currently only a temporary vacancy, the position cannot be filled permanently. Additionally, the decision to appoint Mr Duncan Ree permanently to a higher level position without having been appointed through a merit process would contravene the *Queensland Public Service Act (1996)*.

Mr Ree was appointed temporarily to the position to cover the absence of the permanent principal, Mr Errol Slingsby. Mr Ree is an experienced educator and school leader who I understand has been working closely with the staff and the school community to continue to enhance the education outcomes of students at Sandgate State School. Should the position become permanently vacant, a decision will be made through the Vacancy Review Panel to fill the position through relocation of a permanent officer or undertake an advertised process to appoint an applicant permanently to the position.

I would like to assure you that the department's recruitment and selection policies and processes are designed to ensure that each school vacancy is filled using a process that considers the individual features of the location as well as ensuring appointment of the most meritorious and suitable applicant to the role. Providing quality educational leadership to each school location is of the highest priority.

I have recently asked my department to undertake further work to ensure that vacancies can be filled in a timely manner through earlier notification of potential vacancies. The department's recruitment and selection process has been amended to include a template which is provided to the parents and citizens associations (P&C), to obtain information from the school community, to inform the selection panel of the leadership requirements specific to that school location. If the school principal position is to be filled through a merit process, the school community, through the P&C, will have the opportunity to be involved in this process.

Should any petitioner wish to discuss the leadership at Sandgate State School as well as the department's recruitment and selection policies as they relate to the filling of principal positions, they can contact Mr Garry Innes, Regional Human Resources Manager, on telephone (07) 3422 8322.

I trust this information provides answers to the concerns outlined in the petition.

Yours sincerely

**Rod Welford MP**

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