

**From:** [Mike Gulberti](#)  
**To:** [Committee, Education & Health Standing](#)  
**Subject:** Independent Schools Inquiry  
**Date:** Tuesday, 29 March 2016 10:27:52 AM

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Good morning,

My information is on the Staffing changes/effects at Independent Schools.

From my personal experience at a school the level of control of the Principal over staffing has a number of negative side effects on the staffing of a school and the "Merit Processes" of the Dept of Education.

- i. I was redeployed from a Level 3 Deputy Principal position as the Principal told the School Council and Dept in his submission to become an IPS that his school required two Level 4 Deputies. After another Level 3 Deputy and I were displaced from our work-site only one Level 4 Deputy was hired. Then just over twelve months later the school advertised for Level 3 Deputy and neither of the displaced Deputies were re-hired by the school. After contacting the Dept Central Office nobody was prepared (or possibly able) to provide any support in this issue.
- ii. The general consensus / "feeling" among experienced staff applying for positions via the Merit Select system is very cynical. When Principals can use a "need" to hire younger teachers as a justification to disregard the quality applications of experienced teachers then the "Merit" system is incorrectly labelled. Further to this is Principals hiring the staff they want before moving to another school to start re-profiling the staff again.
- iii. The school/Principal selection of staff is having an impact on the morale and opportunities of staff who wish to access a change of work-site. There is a very limited Mobility Transfer opportunity, and given the issues of Merit Selection both teachers and Administrators are "locked" into schools, when for professional and personal reasons many want to experience a change of work-site.

Regards,

Michael Gulberti